# FOOTBALL FOR ALL LEADERSHIP PROGRAMME AFRICA

# RULES HANDBOOK

## 1. Mission and Objectives

The mission of the Football for All Leadership Programme (the "Programme") is to educate, develop and include the underrepresented global population of disabled people in the world of football leadership. Through this Programme, Integrated Dreams Association ("Integrated Dreams" or "ID") aims to support people of all abilities to reach their fullest potential and to have the opportunity to be involved in the world of football. These rules together with any other rules, regulations, directions and/or other instructions issued by the Integrated Dreams Association are the sole rules applicable to the Programme (the "Rules").

## 2. Administration and Structure

### 2.1 Programme Administration

The Programme is a creation and is the sole property of Integrated Dreams, sponsored by the FIFA Foundation. The Programme design and development will take into consideration the input of an independent Scientific Committee to be composed of academics and other experts with proven expertise and knowledge in the fields of football and disability. The Scientific Committee shall meet once every year with the purpose of observing the current state of development of the Programme and future adjustments to ensure it maintains a high-quality standard and market competitiveness.

### 2.2 Admission Requirements

The Program will deliver a completion Certificate issued by Integrated Dreams. The Programme is designed for disabled people who are passionate about football and have at least one year of experience in the football/sports world.

Requirements for admission to the Programme are as follows:

a. Be a person with disability (proof of the disability is required and is satisfied with submission of an official document recognising that the Participant has said disability);
b. Aged 18 or above;
c. Minimum of one year of experience in the football or sports world (this experience doesn't need to be professional, it can be voluntary, as an athlete, as a member of a disabled supporters association, or in any other capacity deemed sufficiently tied to the industry);
d. Residency in a member state of the Confédération Africaine de Football;
e. Fluet command of the English language;

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f. Availability to take part in all Stages of the Programme (4 months in total). Minimum of 10 hours/week during Project Development Stage (develop/implement an individual project linking sport and disability);
g. Proof of flight booking.

### 2.3 Programme Stages and Requirements

The Programme will consist of three separate stages:

a. The Online Introduction Module – online sessions and project discussion meetings (online) prior to the onsite training;
b. The Training Stage – once admission is approved, Programme participants (the "Participants") are required to attend up to two consecutive weeks of training sessions. In order, to qualify for the final certificate, the Participant is required to attend at least 80% of training sessions;
c. Project Implementation Stage – Participants shall develop a programme linked to football (or sports in general) and disability in their local region. One of the main purposes of the Programme is that each Participant designs and implements a project linked to football and disability with local impact in their area of residence, together with the support of a local football or sports organisation. Participant projects shall be implemented in the three months immediately following the end of the Training (deadline date to be confirmed by the Programme administration team). Each Participant is required to allocate a minimum of eight hours per week for the design and development of this project. During this Stage, each Participant will have the support of a mentor who is subject to the approval of the Programme administration team. The Programme administration team will employ its very best efforts to help assign a mentor to each Participant who does not secure one mentor until the beginning of the Project Implementation Stage. During this Stage, a minimum of two hours per month of mentorship sessions in recommended.

### 2.4 Admission Procedure

A Selection Committee chaired by the Programme Director shall make all decisions on Participant admission. The admission is based on an evaluation of the requirements set out in paragraphs 2.2 and 2.3, the application, together with the candidate interview and any other relevant criteria deemed relevant by the Selection Committee. Applicants who do not fulfil the mentioned admission requirements will be evaluated on an individual basis and may only be admitted with substantial and proven personal expertise. Final deadlines for applications are decided each year and announced on the official website of the Programme and in other publications.

### 2.5 Learning and Teaching Methods

The Training of the Programme will be delivered by top training session that will approach the following key areas:

-Leadership/Personal Development;

-Project Management;

-Technical Knowledge.

Our teaching method has the aim of bringing theory and practice together, providing a complete summarised perspective of the skills required to work in the football world.


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As such, the Programme training sessions will consist of approximately 50% academics and 50% practitioners. The training sessions will include, but are not limited to, case studies, field trips, interactive training sessions, Participant presentations, group and/or individual assignments, and class contribution or discussions. The aim is to enable Participants to identify and employ the appropriate tools, processes and knowledge obtained during the Training in real life situations. The official language of the Programme is English and all communications and training sessions are conveyed or delivered in English.

### 2.6 Project Management Sessions / Project Implementation Stage

a. During this Programme Stage, each Participant is required to provide regular progress reports on the state of his/her project to the Programme administration team.
b. To support the development of these personal projects, the Participants will have access to project management training sessions during the Training of the Programme (around 35% of the Programme schedule). The Participants will also have the support of their mentor, who will assist with choosing the topic of the project, with structuring its development stages, and who will provide general support in the development/implementation of the project.
c. During the Training, the Participants will be required to briefly pitch their project to a selected jury that will provide them with feedback on the project scope and implementation feasibility.

### 2.7 Duration

The Programme will take place during approximately four months.

### 2.8 Changes to the Program

The Integrated Dreams Association may at any time and at its sole discretion amend the Programme content, including, but not limited to, by adding new training sessions, and/or reviewing or replacing existing training sessions. While the Programme administration team will endeavour its very best efforts to inform Participants in advance of any such amendments, it is not required to do so Integrated Dreams hereby disclaims all responsibility and liability therefor.

## 3. Academic Rules

Participants shall abide by the Rules applicable to the Programme in its different Stages as issued from time to time.

## 4. Confidentiality

### 4.1 General

Programme Participants as well as all other parties involved in the design and delivery of the Programme (including, but not limited to, the Programme administration team, training sessions and any other staff) are bound by confidentiality regarding Confidential Information discussed and received during the full duration of the Programme.


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### 4.2 Confidential Information

For the purposes of the Programme, Confidential Information shall mean any confidential technical data, trade secret, know-how or other confidential information disclosed by any party to the Programme in writing, orally, by drawing or other form.

For avoidance of doubt, all information pertaining to Participant Projects shall be always deemed as confidential.

### 4.3 Breach

Breaking confidentiality may result in adverse consequences (as mentioned in paragraph 9.) for the Participant(s) in breach.

## 5. General Conduct

Participants must show professionalism and respect towards fellow Participants, professors, guest training sessions, staff, and any people on campus where the Training Sessions will be delivered. Participants shall refrain from eating in classroom and during training sessions. Walking out of classrooms in the middle of training sessions or presentations should only be done due to extreme circumstances, and mobile phones should be turned off during all sessions. Use of laptops in the classroom is to be determined by the relevant training sessions and it is strictly restricted to educational purposes and for mastering teaching material.

### 5.1 Ethics and Behaviour

All Participants, training sessions and staff are expected to conform to high standards of professionalism when it comes to ethics and honesty. We do expect professional ethical behaviour of Participants when it comes to assignments, class preparations and communications with fellow Participants, training sessions and staff.

## 6. Flights

Proof of flight booking is a condition for final confirmation of admission to the Programme.

## 7. Participation in the Programme

It is the Participants´ sole responsibility to ensure that all conditions necessary and convenient for their participation in the Programme are fulfilled, including (but not limited to) any individual necessary travel arrangements, medical assistance or assistance of any other nature, insurance and/or equipment. All financial obligations and/or burdens resulting from said arrangements shall be exclusively borne by the relevant Participant. Integrated Dreams hereby disclaims all responsibility and/or liability arising from the Participants' participation in this Programme, including (but not limited to) any damage and/or injury which may result directly or indirectly from accidents, travel incidents, existing or new health conditions, etc. suffered or sustained by any Participant throughout the Programme.


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## 8. Image and Ownership

### 8.1 Programme

Football for All Leadership Programme and all training sessions delivered are property of the Integrated Dreams Association. Video, audio recording, or photography is strictly prohibited unless pre-authorised by Integrated Dreams Association and the Programme Director. Prior written approval from the Programme Director is required for any public display (including website, media, social media etc.) of class material or where the programme brand or image is to be displayed.

### 8.2 Participants

By taking part in the Programme, Participants expressly agree that Integrated Dreams shall be authorised to use or display the Participants name, voice, likeness, image, appearance, or biographical information in, on, or in connection with any pictures, photographs, audio and video recordings, digital images, websites, television programs, advertising, publicity, sales and marketing brochures, books, magazines, CDs, DVDs, tapes, or any other print or electronic media or other publications anywhere in the world without any further consent required.

## 9. Violations of Rules and Sanctions

Violation of any Rules is subject to adverse consequences, including, but not limited to, verbal and/or written warnings, suspension and/or expulsion from the Programme.

## 10. Legal Issues

All the legal disputes arising in connection with the Programme shall be resolved according to Portuguese Law and are subject to the jurisdiction of the judicial Courts of Lisbon.

## 11. Rule Amendment and Communication

The Integrated Dreams Association is responsible for these Rules and reserves the right to replace, delete or otherwise amend them at any time without prior notice, but also bears the responsibility of notifying all the Participants of changes made.

## 12. Implementation and Interim Provisions

The present rules and regulations are approved by the board of the Integrated Dreams Association and by the Programme Director and are valid as of October 7, 2025.


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