



Integrity Policy

Introduction

Pinnacle FC Inc. is committed to fostering an environment of trust, fairness, and respect within the organization. As a club, we recognize the importance of maintaining the highest ethical standards in all our activities and interactions. This Integrity Policy sets forth the expectations for conduct, responsibility, and accountability for all players, coaches, staff, volunteers, and supporters of Pinnacle FC.

Core Values

Pinnacle FC adheres to the following core values that guide our behavior and decision-making:

- **Respect:** We value the dignity of all individuals and treat them with fairness and respect.
 - **Fairness:** We believe in fair play on and off the field, ensuring equality of opportunity for all.
 - **Accountability:** Every individual is responsible for their actions, both personally and as a representative of Pinnacle FC.
 - **Transparency:** We are committed to clear and open communication, ensuring all decisions and processes are transparent and well-documented.
 - **Excellence:** We strive for excellence in all aspects of our football programs, including player development, competition, and organizational governance.
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Scope of the Policy

This Integrity Policy applies to all members of Pinnacle FC, including:

- Players
 - Coaches and Technical Staff
 - Club Administrators and Volunteers
 - Parents and Supporters
 - Committee Members and Directors
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Expected Conduct

1. Honesty and Transparency

All members of Pinnacle FC must be truthful and transparent in their dealings with others, whether with fellow players, coaches, staff, or any external parties. Misrepresentation or dishonest behavior is strictly prohibited.

2. Respectful Behavior

Members must treat others with dignity and respect, fostering a positive and inclusive environment. This includes:

- No tolerance for discrimination, harassment, or bullying based on race, ethnicity, gender, religion, sexual orientation, disability, or other protected characteristics.
- Maintaining professional conduct in all interactions, whether in person, online, or in written communication.

3. Compliance with Rules and Regulations

Pinnacle FC expects all members to comply with the rules and regulations of the sport, as well as any applicable local, state, and national laws. This includes adherence to the governing bodies' rules (e.g., Football NSW, Football Australia, etc.).

4. Fair Play

Pinnacle FC promotes fair play both on and off the field. Cheating, match-fixing, use of performance-enhancing drugs, or any other form of unfair advantage is not tolerated. Players, coaches, and staff are expected to maintain the integrity of the game and respect the rules and spirit of football.

5. Conflict of Interest

All members of the club must avoid situations where their personal interests conflict, or appear to conflict, with the interests of Pinnacle FC. Any potential conflict of interest should be disclosed to the Club's Executive Committee or the appropriate authority.

6. Child Protection

The safety and well-being of all youth players are paramount. Pinnacle FC adheres to all local, state, and national child protection guidelines. Any form of child abuse, neglect, or inappropriate behavior is strictly prohibited and will result in immediate disciplinary action.

Reporting Violations

1. Reporting Mechanisms

Any member of Pinnacle FC who believes that this Integrity Policy has been violated has a responsibility to report the issue. Reports can be made confidentially through the following channels:

- Directly to the Club's President, Vice President, Secretary or Treasurer (The Executive Committee).
- Email submission to the club's official email address.
- Anonymous reporting options (if available).

2. Whistleblower Protection

Pinnacle FC protects individuals who report concerns about unethical or illegal activities from retaliation. Anyone who feels they have been retaliated against for making a report should immediately contact the Integrity Officer or the Club's President.

Disciplinary Action

Any individual found in violation of this Integrity Policy may be subject to disciplinary action, up to and including:

- Verbal or written warning
- Suspension from club activities or events
- Expulsion from the club
- Legal action (if necessary)

Disciplinary decisions will be made fairly and impartially, based on the severity of the violation.

Commitment to Continuous Improvement

Pinnacle FC is committed to maintaining and continuously improving the integrity of the club. Regular training, workshops, and awareness campaigns on ethics and integrity will be held for all members to ensure ongoing adherence to these standards.

Conclusion

By upholding this Integrity Policy, Pinnacle FC ensures a safe, respectful, and fair environment for all involved in the club. Together, we will promote the values of the sport and maintain the highest ethical standards, ensuring that Pinnacle FC continues to be a source of pride and success for players, coaches, and the community.

Approved by:

Pinnacle FC Committee

[Date]

This Integrity Policy should be reviewed and updated periodically to ensure its relevance and effectiveness.