



2019-2020 Youth Volleyball Association

YVBA Club Handbook

* IN AN EFFORT TO SAVE PAPER
AND THE ENVIRONMENT, THIS
DOCUMENT CAN BE FOUND AT
<http://www.yvbaclub.com/documents-and-forms/>



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Executive Committee

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Mission

Youth Volleyball Association (YVBA) strives to provide an opportunity for young athletes to develop the fundamental individual and team skills of competitive volleyball in a supportive environment from a knowledgeable and experienced coaching staff.

Goals

- To provide an environment in which club athletes can develop character and sportsmanship alongside individual and team volleyball skills from knowledgeable and experienced coaches who are dedicated to the program's mission and goals.
- To give participants the information, training and exposure they need to continue their volleyball and educational experiences at the high school and collegiate level.
- To strengthen existing high school programs in the region by developing the athletes feeding into them.
- To promote the quality of instruction by supporting continuing education opportunities for coaches.
- To skillfully manage expectations of players and parents through effective communication.

Player Selection

The total number of teams within the Club is based on the number of athletes who try out, the number of available coaches, and the availability of facilities in the area for practices. Our goal is to have teams formed in the following age groups: 12, 13, 14, 15, 16, 18. If there are not enough athletes to form one team with a particular age group, then:

Athletes from differing age groups will be combined to form a competitive team for the age groups in question. The ages of the athletes will be two or less years from the age group in question. The younger age group team will not be formed and eligible athletes falling with that age group will compete in the next higher age group.

If there are enough athletes to form two or more teams within an age group, teams will be formed based on the skill level of the athletes to make the most competitive teams possible. Our top tier teams may earn the right to to compete for a bid for nationals—this requires more travel and is more expensive.

Teams will consist of a minimum of 9 and no more than 12 athletes. Under special circumstance as determined by the coaching staff and Executive Committee, a team may carry up to 12 athletes. If, at any point in the season, a team's official roster is reduced to eight or fewer athletes due to injury or attrition, the coaching staff and Executive Directors, with input from the remaining athletes and their parents, have the option to disband that team.

Athletes will be evaluated on general athletic ability, existing and potential skill level, knowledge, effort, competitiveness, attitude, sportsmanship and interaction with coaches and other athletes. The club Executive Directors will also take into consideration prior comportment to the policies of Youth Volleyball Association (i.e. payment of fees, disruptive behavior, parental involvement etc.).

Fair and careful consideration will be made before allowing the return of any former YVBA player who was cut during any previous YVBA tryout or disenrolled from the Club due to any past issue relating to bad sportsmanship, attitude, conduct & behavior in which that player had displayed while previously enrolled with YVBA.

At the end of the tryout periods, each athlete will be notified whether or not she was selected for a team. Those who are selected for a team will be given the names and contact information of their coaches, and an invitation to a mandatory YVBA Orientation meeting prior to the first practice.

YVBA discourages the moving of athletes to an older age group unless:

An athlete shows superior skills, and playing within the age group will hamper the athlete's development. In that case, she may benefit from playing with an older age group.

There are not enough players to form a competitive team within that age group. In that case, athletes from younger age groups will be placed on that team. This will only be done to make a competitive team within that division.

The Executive Directors with input from coaches will decide whether to advance that athlete. The decision will be based on the likely benefit to all athletes who would be affected by such a move. If an athlete is advanced during one season, she will not necessarily be advanced the following season. Evaluations for such a move will be done during the tryout period each season. The Executive Director reserves the right to make the final decision on any such move.

Registration

Athletes must have completed the following before being allowed to participate in any YVBA Club activity:

- Columbia Empire Volleyball Association (CEVA) Registration Form
- USA Volleyball (USAV) Medical History and Release Form
- YVBA Club Tryout Registration Form
- Signed 2019-2020 YVBA Club Player Contract
- Try out fee of \$25.00

Fees

In order for the Club to execute their annual plan, we must adhere to our budget.

If a family decides to voluntarily withdrawal from the club for personal reasons or is removed for violation of USAV or YVBA rules on or after December 1, 2019, they will be responsible for the balance of their dues.

Fees go towards paying USAV Club registration and insurance, gym and facility rental fees, coaching and administrative honorariums, equipment costs, tournament registration fees, and coaches' tournament travel costs. The actual amount of club fees (dues) can't be calculated until we know exactly how many teams and players there will be within the club to shoulder the fixed expense. Individual teams are responsible for their own travel & hotel expenses, and if they qualify for nationals, there are added expenses.

Transportation & Lodging for players and coaches for the away tournaments (not counting Oregon & Washington) will be coordinated by the club as soon as possible. Travel costs for athletes are in addition to club fees (dues.) The teams will fly and stay together whenever possible. Additional travel costs incurred by athlete's families for their personal transportation and lodging are the responsibility of that athlete's family. (Specifics regarding Travel are on page 12).

Uniform costs are included in the Club fee (Dues). All players will be given the full complement of uniform items to ensure we present a professional appearance. A full uniform package of YVBA jerseys, black spandex, socks, warm-up jacket, warm-up pants and backpack will be provided to club members. Traveling teams may be required to purchase a third jersey at the discretion of their coach with input from the team and their parents. For planning purposes, athletes will be sized during tryouts using a sample package of uniforms.

Club fees (Dues) are determined from a combination of the following set expenses: CEVA registrations, gym space rental, coach's stipend, administrative costs (planning, training, education, office supplies); as well as a set of variable expenses: Athlete's travel and lodging for out of area tournaments are not included in the fees (dues.)

Tryout fee: \$25.00. This fee covers the cost of gym rentals and staff stipends for administrative helpers. This fee is non-refundable.

Estimated 2019/2020 Fees (Dues) (subject to change):

The estimated Club Fee or Dues per athlete is approximately \$1800 to \$2800 per year depending on age group (subject to change). If a team is good enough and qualifies for Nationals, there would be added expenditures if the parents of the team, coaches and club Executive Directors decide that the team should compete at the higher level.

Payment in full before December 1, 2019 will entitle families to a 3% discount to the club fees (dues.) The initial \$750 payment at the time of signing is required to ensure the club has the capital to register teams for the tournaments for the year. If a player is accepted and a family agrees to be part of the team as evidenced by their signatures on the **2019-2020 YVBA Volleyball Club Player Contract**, that family is committed to the entire year's fees (dues) in order for that team to meet its financial commitment. Failure to pay fees in full will result in sending the unpaid balance to collections.

Monthly Fees

In addition to the \$750 due at signing, dues, equipment, uniforms, tournament fees and travel costs per month will be due over the next 5 months. The first month's dues will be collected in December 2017. The final monthly amount will be calculated by YVBA when all teams have been selected, and tournament schedules are finalized. The total fee schedule will be communicated to players and parents in your offer packet.

Monthly payment plans are available. Monthly dues need to be pre-paid via our auto debit system. At the conclusion of tryouts, you will be given payment schedule instructions to set up those payments. **Monthly payments are deducted by YVBA on the first of each month.** Any fee not received by the 10th of the month or if the pre-dated payment is denied by the bank, the account will be considered "Delinquent", and a late fee charge of \$25.00 will be applied to the balance.

Please do not give money to coaches.

*An athlete with a delinquent account during the current season will not be allowed to participate in practices and/or tournaments until the account is made current or individual arrangements are made with the Executive Directors. In addition, accounts **must be paid in full each season by April 1st.** Failure to do so will result in that athlete being barred from participating in any activities past that date.*

No athlete will be allowed to participate during the current season if fees from the previous season are unpaid. If an account remains delinquent for 30 days, the athlete is subject to immediate dismissal from the Club and the account will be forwarded to a collections agency.

An athlete, coach, or parent damaging equipment owned by YVBA or any facility used by the Club during the season (at practices or tournaments) will be required to reimburse the Club and/or facility for the damage before continuing in the Club.

Practices

Attendance is mandatory. Athletes are expected to be at every training session (practice). Every effort should be made to manage homework, other sports and schedule outside activities in a way that does not conflict with practices and tournaments. An athlete's absence has an adverse affect not only her individually, but the development of the entire team as a collective. Regardless of the reason, missed practices will influence the amount of playing time the athlete receives.

1. **If an athlete misses more than 10%** of the total practices without a good reason as judged by her coach, with the consultation of the club's Executive Director's, she may be subject to dismissal from the team without refund.
2. **If an athlete cannot be at practice**, it is that athlete's responsibility (not the parent's) to contact the coach 24 hours **before** practice to allow the coach an opportunity to adjust his/her training plan accordingly. (Of course emergencies are the exception and coaches need to be contacted as soon as possible.)
3. **Athletes are encouraged to bring water** or an appropriate sports drink to practices and tournaments. Please, no glass containers. Please review the rules for each facility to make sure what type of drinks are allowed in the gym.
4. **Parents or a responsible adult should come to pick athletes up** after practice. Coaches will not leave an athlete alone after practice waiting to be picked up.
5. **In the case of inclement weather**, coaches will call or email their team members at their preferred contact number to notify them of practice cancellations.
6. **Coaches may have additional team rules** for practices that their athletes must follow.
7. **Training sessions are designed with the athlete in mind.** YVBA's coaches have taken into consideration the need for adequate rest and recovery in avoiding excessive stress to the athlete.
8. **Closed Practices.** Coaches may choose to implement "Closed Practices" at their own discretion. Closed practices without parents or other spectators in attendance helps to eliminate distractions and training disruption. For teams coached by males, female chaperone(s) may remain at the practice during the entire duration.

Tournaments

The tournament schedule for all teams will be set as soon as possible to determine that teams expenditures, travel arrangements, and overall budgetary planning. The tournament schedules should be decided by early December.

Athletes are expected to attend every tournament in which her team is scheduled to participate. If an athlete cannot attend a tournament, the athlete and/or the parent is expected to inform the coach as soon as she knows she will be absent. No adjustment in fees paid will result from tournaments not attended.

1. **All athletes are expected to be in the gym, READY TO WARM UP**, at the arrival time determined by the coach. The YVBA standard is an hour before the first game regardless if you play or referee.
2. **Proper demeanor is expected of all members of the Club** (coaches, athletes, parents, supporters) at all tournaments. This includes treating members of the officiating crew, other coaches, players and parents with respect during and between matches. Keep in mind that you are representing YVBA teams, our organization, and our community.
3. **All YVBA athletes and coaches must attend an officiating clinic to learn the rules** of volleyball and how to officiate/score-keep. Parents are encouraged to attend as well.
4. **Officiating and Scorekeeping at tournaments.** Officiating at tournaments is the shared responsibility of the entire team. All YVBA athletes are required to help with the line judging, scorekeeping, score flipping, and down officiating. Teams assigned to the officiating and scorekeeping must fulfill this responsibility, especially during the playoffs. **Athletes may not leave the tournament site unless excused by the coach and parents should not ask the coach to make an exception.** Except for a true emergency, all players must remain at the tournament with the team until the completion of the team's officiating and scorekeeping duties. This is non-negotiable. The following "Team Player" concept should be understood, "Win as a team, lose as a team, officiate and score-keep as a team." If an athlete leaves the tournament area before the officiating assignment is completed, there will be a \$50 fine levied against the player. An exception is that a coach may excuse a player early due to injury, or other significant emergency. This fine must be paid before the player is allowed to participate in practices or other tournaments.
5. **Parents are not permitted to confront coaches on tournament days** to discuss playing time, or to complain about tactics, strategy, individual, or team performance. Parents are encouraged to take notes about their concerns, and follow our required grievance procedures as outlined within this document (please see grievance procedures below).
6. **Coaches may have additional team rules for tournaments** that their athletes must follow.

Responsibilities, Ethics and Conduct

Athlete Responsibilities: Athletes are held to high standards by the coaching and administrative staff of YVBA. They should remember that they represent their parents, coaches, and Club to the larger community every time they participate in any Club-related activity. No athlete is allowed to use alcohol or other controlled substances, including tobacco products, at any time during the Club season. Any athlete involved in any of these activities will be dismissed from the club immediately with no refund of Club Fees.

YVBA athletes are expected to:

- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Keep a positive attitude and be supportive of teammates and coaches.
- Be prepared mentally and physically for all practices and competitions.
- Give 100% effort.
- Participate in all team drills (including physical conditioning).
- Be cooperative, considerate, and act with high moral and social standards while traveling as a program representative.
- Be punctual for all scheduled events.
- Never use alcohol or controlled substances, including tobacco products.
- Learn the rules and develop officiating skills.
- Be willing and ready to serve the team and Club by participating in fund-raising, sports promotion, officiating, and serving on committees.
- Follow all specific team rules established by the coach.
- Participate in physical conditioning outside of scheduled practices.
- Take responsibility and be accountable for individual behavior.
- Show initiative.

Parent Responsibilities: Appropriate parental support and involvement is vital to the success of a team. Parents may attend practices only if specifically authorized by the coach but may not interfere in any way. Players are expected to fully participate in practice and the presence of parents or other spectators may be a distraction. Parents are encouraged to volunteer to be part of the team, fulfilling one of the many tasks associated with Club Volleyball. Some parents may be asked to help facilitate practice. If a parent has the ability and time to volunteer in this capacity, a background check will be expected of the parent/parents.

YVBA parents are expected to:

- Release their child to the experience of playing volleyball on their club team. (This will be explained more completely at the mandatory orientation at the beginning of the year; but if at any time, further clarification is required, please feel free to contact the Club's Executive Directors).
- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Allow the coaching staff to handle any concerns over an official's ruling.
- Understand and respect the differences between parental roles and coaching roles.
- Focus on their child's development of skills and strategies rather than competitive success. The nature of sports competition creates its own pressure to succeed.
- Communicate their true concerns with the coach. A positive working relationship is based upon clearly communicated mutual goals among parents, coaches, and athletes.
- Control negative emotions and think positively.

Coaches' Responsibilities: Coaches will plan and lead all practices and game activities with a sense of purpose, working towards clearly established goals that are Specific, Measurable, Achievable, Realistic,

Tangible (SMART) goals. Emphasis in practice and competition will be placed on skill development and overall team improvement.

YVBA coaches are expected to:

- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Always put the welfare of the athletes and ahead of any personal gain.
- Be punctual for all scheduled events.
- Learn about the athletes and their individual needs.
- Know the rules of the game.
- Make informed playtime and strategy decisions.
- Prepare informative and challenging practices.
- Emphasize performance and process over outcome.
- Be positive and consistent with feedback.
- Communicate with athletes and parents by making sure they are familiar with expectations, procedures, and team rules. Be open to talking with athletes and parents. Be fair, impartial, and ready to listen and respond.
- Protect the safety of athletes. Direct any injury or illness to the appropriate medical authority.
- Provide a role for each player selected for a team.
- Be respectful of the facilities used by the Club and maintain Club property responsibly.
- Contribute to and support the decisions of policy, actions, and rules of USA Volleyball, Columbia Empire Volleyball, and YVBA.
- Be a good role model on and off the court.

Playing Time

Playing time must be earned. Equal playing time is never guaranteed on any team or at any event. The following factors influence playing time, in no particular order of importance:

- Attendance at Practice
- Volleyball skill and ability as evaluated by the coach
- Level of effort and individual participation displayed at practices and tournaments, and attitude in practice and game situations
- Individual position and role on the team
- Adherence to the coach's rules
- Adherence to the club's rules

Playing time is **NOT** an issue to be brought to the coach's attention by the parent. If an athlete has questions about her playing time, she may address these with the coaches at an agreed upon time apart from practices or tournaments.

Athletes are not guaranteed to play the same position that they do during their high school volleyball season. Coaches take into consideration many factors in selecting athletes to fill out their rosters, and may feel that the athlete and team would benefit by developing an athlete to play a different role than he or she has previously performed.

Travel

Athletes and/or parents are responsible for providing transportation for their athlete to and from tournament sites. Carpools are acceptable.

When the team travels together, be on time for departure. All members of a team will stay in the same hotel. Hotel rooms will be booked by the team parent representative in consultation with the coach and Executive Directors. The costs of the hotel room are the responsibility of the athlete. Any parent or athlete that does not stay with the team may do so only with the permission of the coach. Athletes will not leave the hotel without a parent, coach, or chaperone and must notify the coach. Athletes must use a buddy system at all times. When traveling as a team, room numbers and phone numbers are to be given **ONLY** to members of the travel party. Curfews for the players may be established by the coaches. It is the parent/chaperone's responsibility to assist coaches in enforcing such curfews. Violation of curfew may result in the player being disenrolled from the club. Athlete who damages any property at lodging or playing facility will be responsible for the damages. Any athlete found in possession of alcohol or other controlled substances, including tobacco products, while representing YVBA will be sent home immediately at the expense of the parent or guardian.

Sexual Harassment Prevention

YVBA is committed to providing and maintaining an athletic environment that is free from sexual harassment and/or unwanted sexual attention. To focus on preventing sexual harassment in our activities, we have adopted the Sexual Harassment Policy of the USAV. Harassment can occur between any members of the volleyball community, including coaches, players, officials, parents, and organizers. It most often occurs when one individual holds a position of real or perceived authority over the other involved individual.

Sexual Harassment may involve:

- Suggestive comments about physical appearance
- Leering or staring
- Use or display of materials with inappropriate sexual content
- Sexual teasing
- Jokes with sexual themes
- Unwanted physical contact
- Promises or rewards in return for sexual favors
- Sexual assault

YVBA members, coaches, parents or guardians, or any family member or significant other of any of the above may not engage in sexual harassment. Unwelcome and unwanted sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature such as sexual jokes, gestures, graffiti, posters, writings, or physical contact may constitute sexual harassment when:

- Submission to or rejection of such conduct is used as the basis for participation or team selection affecting an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's opportunity to participate in volleyball events or results in creating an intimidating, hostile, or offensive environment.

Members encountering behavior perceived as harassment are required to report the allegation directly to the Club Directors. If it is felt this approach is not likely to be productive, or if such approach has been tried and failed, the person harassed should make a report to the CEVA Office. The initial notification of accusation(s) and any decisions(s) and/or sanctions imposed may be made orally (either in person or by phone) or by e-mail, but must be followed by written notice sent by regular first class mail.

A report of sexual harassment will remain confidential to the extent that maintaining confidentiality does not impede investigation of the report of harassment, eliminating or remedying any sexual harassment found to have occurred, or preventing future harassment.

YVBA may restrict from sanctioned events any member, coach, parent, guardian family member or significant other alleged to have committed sexual harassment, pending an investigation of a sexual harassment report. Any person who engages in sexual harassment, who fails to cooperate in an investigation of sexual harassment charges, or who violates or acts in a manner inconsistent with this policy, may be immediately dismissed as a member or barred from sanctioned events of YVBA.

Grievances

Knowing when and how to communicate with your athlete's coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time. YVBA will not tolerate a hostile or aggressive confrontation between a parent or athlete and any official, coach, other parent, or other athlete, whether or not the coach, other athlete, or other parent is a member of YVBA. Violation of this policy may result in the athlete being dismissed from the Club.

It is inappropriate for any athlete or parent to approach other YVBA members or their parents about a problem the athlete or parents have with an YVBA coach, objections to coaching decisions, or a disagreement with an administrative decision. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the Club. Competitive team athletics, by its very nature, creates situations where not everyone may be happy all the time. For the psychological health of the team and the Club as a whole, grievances need to be handled by only the parties involved and the decision-makers in the situation.

YVBA encourages any athlete to talk to the coach when she has questions about her playing time or if she is unclear about what the coach's expectations are either in practice or in competition. An appropriate attitude may be for the athlete to ask the coach what she needs to do in order to get more opportunities to play in matches. This discussion should take place away from tournament play or practices.

The coaches and/or Club Directors will not discuss "coaching decisions."

"Coaching decisions" include, among other things, specific match decisions such as who played when, who was subbed out and when, or in what position an athlete was played. The amount of time any athlete is given on the court is a result of a complex determination, in that coach's opinion, of the athlete's ability, the athlete's potential, the athlete's position, the team's needs at the moment, and the team's needs in the future.

The coach will **NOT** be required to defend his/her thought processes, strategy, or conclusions in these determinations, and it is improper for a parent to make that request.

Coaches will not discuss any athlete other than the parent's own or the actions of any other YVBA coach.

If you, as a parent, have legitimate concerns about your athlete's coach, a coach other than your athlete's coach, or with an athlete other than your own, you need to address this with the Club's Executive Directors.

Please remember that "coaching decisions" are **NOT** a legitimate concern.

With any discipline problems with an athlete, the coach will take the following steps of communication:

1. The coach will speak to the athlete.
2. If the issue is not resolved, the coach will then speak with the athlete's parents.
3. If the issue is still not resolved, the coach will then speak with the Club Director.
4. When a parent has a problem that is specific to their own athlete or an athlete has a legitimate concern to raise, the following steps of communication should be taken:
 - The athlete should speak with the coach about the matter.
 - If the issue is not resolved, the parent should then speak with the coach.
 - If the issue is still not resolved, the parent may then speak with the Club Directors and request a meeting with the coach and Directors.

Meetings of this nature are to be at times and locations other than tournaments. If a parent approaches a coach during a tournament, we have instructed the coach to refuse to discuss any controversial matter and to

walk away. The recommended time for a parent and/or athlete to talk to a coach about a problem is at a previously arranged meeting either before or immediately after a scheduled practice.

Repetitive complaining by a parent or athlete to third parties may be cause, in the sole determination of the Club, to terminate club membership. Issues that are for the Club Executive Committee, not team specific, as addressed above should first be directed to the Parent Liaison for handling at the lowest possible level. If either the family or liaison thinks it appropriate, then the Club Director will become involved.

Insurance Coverage



The USAV provides team liability protection participating in scheduled, supervised, and injury in a practice or a tournament, any covered by individual medical insurance.

on an excess coverage basis for members approved activities. If an athlete sustains an medical treatment that is needed must be

Injuries/Illness

If an athlete sustains an injury or becomes ill during a practice or game, she must tell her coach immediately. A coach will not allow an athlete to practice or compete if there is:

- a verbal statement from an athlete expressing an injury
- a physical action shows that they are unable to play
- a signed note from a parent or doctor

Parents will be notified immediately upon any emergency.

If an athlete sustains an injury or illness that is so severe that she is unable to participate in practices or tournaments for a period of time, written notification of recovery from a parent or qualified healthcare provider is required before that player may resume participation.

Players that are unable to compete for more than 3 months time based on a severe injury may be eligible to have the balance of their dues waived by the Club. Such players must submit medical documentation from a qualified and treating health care provider. No refunds will be granted for pre-paid tournament fees. The decision to waive the remaining fees is at the sole discretion of the Executive Committee and is not guaranteed.

USAV JUNIOR CLUB PERSONNEL CODE OF ETHICS

It is the duty and obligation of USA Volleyball affiliated Junior Club Program administrators, directors, coaches and other club personnel to assure the following Code of Ethics is followed and adhered to by all individuals who have an active role in a USA Volleyball Junior Club Program in any Region of USA Volleyball.

In a continuing effort to promote safe, healthy and ethical communication, relationships and treatment of all USA Volleyball players and personnel, all adults associated with a junior club program must read, accept and submit this Code of Ethics before they are eligible to actively participate in a junior club program associated, affiliated, or participating in USA Volleyball.

1. All adult club personnel affiliated with a junior program must be a registered member with a Region of USA Volleyball and USA Volleyball.
2. All adult club personnel including coaches, chaperones, assistant coaches, trainers, etc. affiliated with a junior program intending to participate in USA Volleyball must have an approved and current background screen on file as per USA Volleyball policy. It is intended that the term “all adult club personnel” be all inclusive and not limited to only those categories identified herein.
3. A head coach or assistant coach affiliated with a junior program must also: be an adult (see Region definition of an adult) and be IMPACT certified according to USA Volleyball and Region policies.
4. If allowed by Region rules, an assistant coach who has not yet met the age of majority in the state of residence must be supervised by a head coach recognized by the Region and must meet all applicable Region and USA Volleyball requirements. Individuals who are registered as junior players and also have an interest in coaching should contact their region regarding coaching eligibility.
5. Responsibilities:
 - A. A head coach or other equally qualified club personnel must be present at all practices and competitions. A head coach, adult club representative personnel or registered chaperone must be present during team-supervised travel. This individual shall be responsible for the moral, legal and ethical well-being for each participant during team/club activities.
 - B. Coaches shall understand the unique power of a coach-athlete relationship. Coaches and all other club personnel shall not exploit athletes and shall avoid any relationships which could compromise the integrity of the learning and participation process, impair their professional judgment and/or take advantage of a situation for their own personal gain or gratification.
 - C. All club personnel must understand that all forms of sexual abuse, assault or harassment of a current or former athlete are unethical and illegal even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority. See B above.
 - D. All club personnel shall insure that all individuals have met all Regional Volleyball Association and USA Volleyball membership requirements prior to participation in any club, team and/or Region/National USA Volleyball activity.
 - E. All club personnel must inform the players and their parent(s)/guardian(s) about any Region and/or USA Volleyball transfer policy. This policy may restrict or prohibit a participant from transferring to another club or team if specified criteria have been met. Likewise, all club

personnel must inform the players and their parent(s)/guardian(s) of any rules or policies regarding coaching transfers during a particular season.

- F. All club personnel shall abide by and inform the players and their parent(s)/guardian(s) of applicable regional recruiting policies.
- G. All club personnel may not participate in, require another individual to participate in, or condone any act considered to be illegal under federal, state or local laws and/or ordinances.
- H. All club personnel shall strive to educate their athletes and personnel to respect, honor and adhere to the rules of the facility being used during practices, tournaments or events. In this regard, the rules of the facility shall have priority over the rules of the Regional Volleyball Association.
- I. All club personnel shall ensure that all activities are suitable for the age, experience and ability of their athletes.
- J. All club personnel shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.
- K. All club personnel shall, while serving in a professional capacity, avoid any drug, tobacco or alcohol use while in the presence of athletes.
- L. All club personnel shall not supply or condone the use of drugs, alcohol, tobacco, fireworks, ammunition, firearms, knives or any item or material that can be used as a weapon, to any of the participants or athletes and shall report any athlete using or in the possession of the same.
- M. All club personnel shall not allow, encourage, condone or require any behavior that threatens an athlete's amateur status or Regional, USA Volleyball, school and/or collegiate eligibility.
- N. All club personnel shall maintain all relationships with other club personnel on a professional and confidential basis.
- O. All club personnel must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel, and officials.
- P. All club personnel will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of current and/or former athletes.
- Q. All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators.

Any violation of this Code may result in sanction being issued against the club representative, the individual(s) and the club/team involved. These sanctions may extend to the loss of eligibility of the club representative, the individual(s), the entire club and the team involved.



USAV Spectator/Parent Code of Conduct

Important notice-entry to this privately sanctioned event is granted as a courtesy. If you enter/attend this, or any region sanctioned event, you agree to abide by the following code of conduct guidelines:

I will:

1. I will abide by the official rules of USA Volleyball.
2. I will display good sportsmanship at all times.
3. I will encourage my child and his/her team, regardless of the outcome on the court.
4. I will educate myself on the unique rules of this facility.
5. I will honor the rules of the host and the host facility.
6. I will generate goodwill by being polite and respectful to those around me at this event.
7. I will direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
8. I will redirect any negative comments from others to the respective event director or program administrator.
9. I will direct all concerns regarding officials to the head coach or club director for my team/club as opposed to the head official directly.
10. I will immediately notify the event director and/or program administrator in the event that I witness any illegal activity.
11. I will support the policies and guidelines of the team/club that I represent.
12. I will acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
13. I will model exemplary spectator behavior while attending this event.
14. I will respect the history and tradition of the sport of volleyball by being a good ambassador.

I will not:

1. I will not harass or intimidate the officials.
2. I will not coach my child from the bleachers and/or sidelines
3. I will not criticize my child's coach or his/her teammates.
4. I will not participate in any game or game-like activities unless I have a current membership card with the region.
5. I will not bring and/or carry any firearms at any region event.
6. I will not bring, purchase or consume alcohol at any youth/junior volleyball event.

Note: any violation of this code of conduct will result in you being asked to leave the site/facility and may result in you possible being banned from attending future region sanctioned events. The event director has the final say regarding their individual event, local law enforcement will be contacted if necessary to resolve any disputes or altercations, and questions or concerns may be directed to the region office.