

Golden



VOLLEYBALL

PLAYERS AND PARENTS HANDBOOK

PARENT HANDBOOK & PLAYERS CONTRACT

WELCOME

We are excited to welcome you all to Golden Volleyball Academy. The purpose of this Handbook is to familiarize both parents and players with Golden Volleyball Academy (GVA), and to create expectations for the GVA experience. For our program to be successful, the rules of this Handbook must be followed and will be enforced. We want to be known as one of the finest youth volleyball programs in our area. To help us reach that goal, we have policies in place, as well as a Players', Parents', and Coaches' Code of Conduct that lay the foundation for our success. We hope this Handbook will answer many of the questions that you may have. If you have questions or concerns that are not addressed in this Handbook, please contact either Director Coach Jose or Administrative Director Francy Kilzi.

Golden Volleyball Academy Mission Statement

At Golden Volleyball Academy, we exist to make a positive impact in the lives of our players. Our vision is that players will be given the opportunity to learn the game of volleyball at the highest possible level, while simultaneously learning important lifelong positive character traits, such as teamwork, commitment, time management, sportsmanship, and dependability. We are committed to providing the best possible environment for our volleyball players to reach their maximum playing potential through excellence in coaching and community support. Our players will be challenged to excel not only for their own personal growth but also for the betterment of their team, the organization, and their communities.

Coaching Philosophy

GVA employs many coaching and counseling techniques that are designed to effectively accomplish our training goals. In general, these techniques fall into the following main methods:

- **Instruction** – Learning to play volleyball, or any sport, requires the guidance of an experienced coaching staff who can communicate with the players to help them develop their fundamental and advanced skills in the sport.
- **Repetition** – We believe that repetition of skills is necessary to master the sport. Our training techniques look to include every player extensively in each drill to increase the number of touches that they get each practice.
- **Feedback** – We believe that player development is enhanced when coaches interact with the players by providing feedback. This feedback can come in many forms and may include both constructive criticism and positive reinforcement.
- **Competition** – We believe our players must compete. Whether it be to make the program, the team, earn a starting position or simply competing on their own team. Competition is at the core of what we do. We provide many opportunities to compete in practice and have an extensive tournament schedule for each program. Players must earn their playing time through competition for their spot. Players are given opportunities every day to compete and learn valuable life lessons as well.

Our Goals

Develop the individual player. This is accomplished in several ways. First, we strive to develop complete volleyball players that are taught all the skills of the sport. Second, we also focus on the development of self-discipline, dedication, and confidence in each athlete, qualities that will assist them as they grow into young women of character.

Develop our teams. We believe that learning how to function in a positive team environment is one of the most useful life skills a player can develop. We want our teams to compete at a high level relative to their program and have them compete not only in tournament play, but also in the training environment. Teaching our players to compete within a team environment will help them learn how to both work with different personalities, and figure out how to be a productive member of teams they serve on in their lives.

Prepare our players for the next level. We excel in preparing those players that have the desire, athletic ability and academic standing to play at the high school and collegiate level. Whatever their goals may be, we know that we will strive every day to help them take it to the next level.

General Academy Communication

There are several ways GVA will communicate information with our players and their families throughout the season. These may change during the season. Below find each method with examples of the type of communication.

Website

[Goldenvolley.org](https://goldenvolley.org)

E-Mail Communication through Playmetrics

Our administrative staff will use email/text to communicate the following throughout the season:

- 1) Academy Announcements
- 2) Dues/Uniform/Travel Invoices
- 3) Payment Reminders
- 4) General Practice/Schedule Announcements

Coaches & Parent/Players can use the Playmetrics App to handle team specific communication. The Playmetrics will be useful once teams are formed and posted. The Playmetrics App can be found in your App Store (iPhone or Android) and accessed on any handheld device. You should set your notification settings to receive text alerts, email alerts, etc.

Social Media

GVA has a Social Media presence. We will highlight things happening in GVA and show appreciation to our Sponsors. Please follow us on Facebook and Instagram.

Website Information & Player Profiles

GVA will attempt to use the website as a main source of information throughout the season. Schedules, rosters, basic player profiles and more are maintained on a daily basis. In addition, players will have their individual pictures displayed on their profile/team page. As part of our Parent/Player Contract, you will agree to allow GVA to publish the information on your athlete's player profile.

Academy Costs, Payment Obligations & Refund Policy

A schedule for season fees for all teams is posted on our website and can be downloaded and printed for your convenience. By committing to GVA by signing the contract posted at the end of this document, you are entering a financial contract with the Academy. This contract must be upheld entirely or further participation will not be allowed. In addition, failure to complete payments, resulting in a breach of contract, may force the club to take legal action.

Payment Schedule

- Payments are to be paid on time and in full by the dates posted on our website.
- **Account delinquency of (3 days) will result in a late fee of \$50, and player ineligibility for practices and tournaments.**
- Please communicate in advance if there are anticipated problems with making timely payments. We want to work with you in order to keep your player playing.

Refund Policy

It is an understood commitment with Golden Volleyball Academy that agreeing to participate in the Academy includes fulfillment of financial responsibility for the entire season. Therefore, with a possible medical exception, NO refunds will be given. Athletes with an outstanding balance will not be released to another club or Academy.

Communication with Coaches during Tournaments

To maintain a positive, respectful, and focused environment for our athletes, parents, guardians, family members, and spectators are not permitted to approach or communicate with coaches before, during, or immediately after matches while the team is actively participating in a tournament.

Coaches must remain focused on preparing the team, coaching the match, and conducting post-match evaluations with the players. Any concerns, questions, or feedback should be communicated at least 48 hours after the conclusion of the tournament by scheduling a meeting with the coach or a member of GVA administration.

Failure to comply with this policy, including repeatedly approaching coaches after being instructed not to do so, may result in disciplinary action. Depending on the severity of the situation, Golden Volleyball Academy reserves the right to remove the player from the remainder of the tournament or take additional disciplinary measures as deemed appropriate by the Academy.

We appreciate your cooperation in helping us provide a respectful and distraction-free environment that allows our coaches and athletes to perform at their best.

Jersey Number Selection Policy

To ensure fairness and consistency, Golden Volleyball Academy will make every effort to honor each player's preferred jersey number. However, jersey numbers are **not guaranteed**.

If two or more players request the same jersey number, priority will be determined using the following criteria:

Returning players who previously wore that jersey number during the prior GVA season will have first priority.

If there is no returning player with that number, priority will be given based on the **date the player's registration and deposit were completed**.

If necessary, Golden Volleyball Academy reserves the right to assign an alternate jersey number in the best interest of the team.

All jersey number assignments made by Golden Volleyball Academy are final. We appreciate your understanding and cooperation as we work to ensure a fair process for all players.

Parking Policy

To ensure the safety of our athletes, families, and neighboring businesses, all parents and visitors must follow the parking guidelines below:

- Parking is permitted **only in the designated Golden Volleyball Academy parking spaces**.
- If all GVA parking spaces are occupied, please use the **approved overflow parking areas** as directed by GVA staff.
- **Do not park** in front of neighboring businesses' entrances, loading zones, or any area marked as reserved or "No Parking."
- Vehicles may **not block driveways, sidewalks, fire lanes, dumpsters, or access to other businesses** at any time.

Parents are responsible for ensuring that all family members and guests comply with the parking policy. Golden Volleyball Academy is **not responsible for any damage, theft, towing, or citations** involving vehicles parked on or around the premises.

Please observe all posted traffic signs and drive slowly through the parking lot to help ensure the safety of our athletes and families.

Failure to follow these parking guidelines may result in your vehicle being **towed at the owner's expense** and may lead to additional disciplinary action if violations continue.

We appreciate your cooperation in helping us maintain a safe, respectful, and positive environment for everyone who visits Golden Volleyball Academy.

Playing Time Policy

At Golden Volleyball Academy, playing time is not guaranteed and is determined exclusively by the coaching staff. Coaches consider multiple factors when making these decisions, including but not limited to:

- Lineups that's best position the team for success
- Each athlete's current skills and future potential
- Tactical considerations and game momentum
- Restrictions on substitutions
- Immediate team needs and long-term player development

Decisions about minutes are complex and involve both objective measures and professional Judgment. Coaches are not required to provide explanations for playing-time determinations. We Respectfully request that parents refrain from asking for justifications, as such request are not Appropriate.

Our aim is to maintain a competitive, development-focused environment where every athlete can Improve and contribute to the team's success.

Practice Arrival & Preparation

Players should plan on arriving at the facility no more than 10 minutes prior to a scheduled practice time and then follow all check in procedures. **Players MUST wear one of their official practice t-shirts and knee pads along with bottoms of their choice to all practices.** Head coaches are allowed to create additional policies, such as wearing the same color t-shirt on an individual team basis. Additional practice t-shirts may be purchased throughout the season if necessary from our team website.

Practice Attendance

Practices are MANDATORY and a player's attendance is EXPECTED. Practice attendance will factor in determining a players' role on the team. Attendance will be kept throughout the season. All absences will be considered unexcused with the following exceptions:

- Family Emergency
- Illness / Injury (A Dr. note maybe requested)
- School Sport (in season) /Activity Conflict (Supply a schedule to the coach)
- College Entrance Exam
- Religious Education
- Allotted Homework Day (see section below)

Should a player have 3+ or more unexcused absences the following consequences are in place:

- 1) **3 unexcused absences will result in a player being held out of one match in a tournament (with attendance required)**
- 2) **4 unexcused absences will result in a player being held out of an entire tournament (with attendance required)**
- 3) **If the player has 5 or more unexcused absences, a meeting will be held with the player and her family to determine how to proceed.**

Finally, while excused absences do not have any direct consequences, we want players and Parents to understand that the player's role may be affected if they miss significant time training with their team.

Missing opportunities to work within the team's system and develop the timing and chemistry necessary to compete may or may not affect how the player is used in tournaments. We anticipate that our coaching staff will work closely with those players to communicate where the coach stands on the situation and ensure that the player is fully aware of the circumstances dictating any such decision.

NOTE: Missing practice for homework and studying (including finals) is not considered an excused absence. This is an important part of our student athlete's time management skills. Exceptions may be made on a case-by-case basis, but are not encouraged. Academics are extremely important to us so we have added Homework Days for each player to use throughout the season.

Please contact your coach in advance when you will be missing practice.

Homework Days

Homework Days are EXCUSED absences that can be used throughout the season in the event that a player needs to miss a practice for academic purposes. Some examples may be:

- 1) Final Exams
- 2) School Project
- 3) ACT/SAT Prep
- 4) Significant homework load
- 5) National Honor Society event
- 6) Private tutoring

The number of days are 2 days/season, and must be communicated in advance. Any additional days taken for these reasons would be considered unexcused.

Practice Cancellations

Practice cancellations are rare. Practices may be cancelled due to inclement weather or scheduling conflicts with the use of the school gym. However, due to the fact that our players reside in many different locations, we usually make every attempt to hold practice. **Please check Playmetrics App & other team forms of communication after 2pm on such days for updates on practice status for the evening.** Be sure to opt-in to the Text Messaging notifications through your Playmetrics.

App account once it is setup so that you receive notifications to your mobile phone.

Schedule Release Policy (Practice & Tournament)

Scheduling for our teams is a monumental task that requires balancing many factors each month and each season. We ask that our players and families understand our goals in releasing this information. We understand that many of you are balancing several schedules at home and receiving our schedules in a timely manner is important to maintain that balancing act.

We will release the monthly practice schedules no later than two weeks prior to the upcoming month. Schedules will be made available online and will NOT be printed or available in hard copy form. A printable attachment will be posted on the webpage or emailed.

The season tournament schedule will be released as soon as possible, and will be made available online and will NOT be printed or available in hard copy form. The schedule is subject to change at any time due to tournament cancellations and unforeseen conflicts.

Individual tournament information (start times, location, etc.) may not be available until the Wednesday or Thursday prior to the weekend. Many tournament directors are unable to release the information in a timely manner and we apologize for the inconvenience in advance. Information will be released as soon as we receive it on our website.

Tournament Attendance Policy

Golden Volleyball Academy travel teams are built upon a commitment from athletes and families to participate fully throughout the season. Attendance at all scheduled tournaments is expected, as Tournament participation is essential for team development, roster planning, competitive success, and overall experience of every athlete.

Athletes are expected to attend all scheduled tournament dates. Absences may only be excused for Documented medical emergencies or circumstances approved in advance by **Golden Volleyball Academy** administration.

To help offset tournament-related expenses, coaching costs, and team commitments incurred by the club, a fee of **\$150 per tournament day missed** will be assessed for unexcused tournament absences.

Athletes with outstanding tournament absence fees will **be ineligible to participate in practices, tournaments, private training sessions, or any other Golden Volleyball Academy activities until the balance has been paid in full.**

Golden Volleyball Academy reserves the right to review each situation individually and determine whether an absence qualifies for an exception to this policy.

Transportation to Tournaments and Events

GVA players and their families will be responsible for their transportation to all tournaments, local and out of state, unless explicitly notified to the contrary. This includes transportation from the hotel to the playing venue(s).

- **GROUND TRAVEL:** Players may carpool to tournaments as necessary and need to be at the given destination at the time stipulated by the coach. No individual member of GVA coaching staff can provide transportation to any event.
- **AIR TRAVEL:** For tournaments requiring air travel, the GVA coaching staff will advise parents on which flights our coaching staff will be using to allow parents to purchase tickets for that same flight. This would be necessary if a player was not traveling with her parents and would require supervision on the flight. **NO AIRLINE TICKETS WILL BE PURCHASED BY THE ACADEMY FOR PLAYER OR PARENT TRAVEL.** It is our experience that parents are able to purchase the tickets at a better rate through online deals and using miles than attempting to book group travel.

Overnight Travel Policy

For any overnight event, the following policies are in effect **IN ADDITION TO** our standard Tournament Guidelines:

- 1) For our overnight tournaments, there are additional expenses that will be required by the families throughout the season. This includes hotel stays and all related expenses from traveling out of town with your player.
- 2) Parents/Guardians will transport their daughters to and from the host city.
- 3) Players will stay with their parents in hotels during the event. GVA may secure an optional room block at a hotel and parents will have the option to secure a room within the timelines provided. Otherwise, parents are free to secure a room at any hotel in the host city.
- 4) Parents/Guardians will transport their daughters to and from the playing venue each day.
- 5) Players are asked to attend any and all team functions outside the playing site. The coaching staff or Team Mom is asked to communicate these activities in advance to allow for proper planning. These could include: team meals, team building activities, etc.

Tournament Preparation & Arrival

PLAYERS AND PARENTS PLEASE READ AND IMPLEMENT THE FOLLOWING PROTOCOLS:

- 1) We ask that players prepare properly for their tournaments. This includes getting the proper nutrition and rest prior to a tournament day. Please allow for a full 8 hours of sleep prior to a tournament and be sure to eat healthy meals/snacks both the day before and the day of the tournament.
- 2) Players should bring all uniforms/equipment provided to them to each event. Players are solely responsible to maintain their equipment throughout the tournament and season.
- 3) Players will wear the official GVA gear to all events. The first uniform for the day will be communicated in advance so players can arrive dressed and ready.
- 4) Players arrive courtside at the time designated by the coach at the facility. Please allow plenty of time to travel especially on days where weather may be a factor. If a player arrives late, the player's coach has the right to ask that player to sit out any portion of the tournament day. The consequences are left to the discretion of the coach and may change on a case by case basis. Generally, we ask that players arrive one hour prior to the first match if they are playing, and 30 minutes prior to the first match if they are the reefing team.
- 5) ALL players must remain with the team, even if they are not assigned a duty during the match. The entire team stays together until ALL plays are complete and a team meeting is held. We arrive as a team, and we leave as a team. Players are encouraged to support other GVA teams, scout their next opponent, and get food and drink in their time between matches.
- 6) Please adhere to any and all food policies at the host facilities. "No Food" in the building means exactly that. Failure to comply could mean a fine or removal from the tournament. We ask that players eat and hydrate properly before, during and after each competition day. Fast food, junk food and pop should be avoided so that the athlete can sustain a high level throughout the tournament.
- 7) Players are not allowed to leave the playing facility at any time during the day.

- 8) Use of cellphones/tablets for any other purpose besides making important or emergency calls is not allowed while at a playing site. Each coach may use discretion in allowing players to use phones to listen to music or take photos of their team during an event. However, if players are using their phones excessively and excluding themselves from team activities, the coach has the right to terminate all use of cell phones or tablets during an event.
- 9) During Multi-Day Tournaments, coaches will hold a brief meeting after each day with player & parents regarding instructions for the next day/round of competition.
- 10) At the completion of the day's competition, and only after the team's final match has been played, officiating duties fulfilled, watch other teams compete, and having been released by the head coach, a player may leave with their parents/guardians.
- 11) Please follow all rules and requests set forth by the Coach and/or Team Mom. These include but are not limited to: room curfew, lights out, morning meeting times, team meals, team meetings, after tournament responsibilities, etc.
- 12) We are proud of GVA, and you, the player, are our best representation of our Academy. We ask that you follow these parameters when traveling to an overnight tournament whether it is at the hotel, playing venue or any other team activity:
 - a. First and foremost, you are, as noted above, our GVA representative, so any negative behavior is a reflection on our (your) Academy.
 - b. In contrast, any positive behavior is also a reflection on our (your) Academy.
- 13) Once the players are courtside at the beginning of their tournament/league day, they are under the supervision of the coach until released at the completion of the day. During that time, the players, parents, and guardians are subject to the following guidelines:
 - a. We ask that parents do not approach, text, email, or call the coaches regarding team play or individual player play during the event.
 - *ONLY if there is an emergency, text or call your team's coach. We will get back in touch with you as soon as we can. Remember sometimes the contact person is coaching a team, so don't expect immediate action.*
 - *Any negative reports of player, parent/guardian, or coach behavior will be dealt with immediately. Repercussions to include suspension from single set or match play and/or removal from the team roster or from the academy after a full review of the incident.*
 - b. We ask that parents are always both supportive and positive regarding the team and all athletes. Please refrain from directing negative comments at the reefing crew, coaches and/or players within the academy or other teams GVA is proud of our character and integrity and we realize that our parents are as important to that reputation as our players and coaching staff. Please represent your daughters in a manner that we can expect from our families.

Role of the Parent

The role of the parent at GVA (in the most basic form) can be clearly defined. We ask that parents always provide support to both their daughter and the team. The success of our teams can be affected both positively and negatively by the role that the parents assume in the process. Parents that are supportive of their daughters and the team will assist in helping create the positive atmosphere and chemistry that is a key ingredient to a team's ultimate success.

Parents that are disruptive and critical of either their daughter or members of the team (including coaches) can unfortunately help to create a dysfunctional atmosphere that will ultimately hinder the development of the team and individual players throughout the season.

Most parents and families of our players have been very supportive in the past, and we hope that support will continue to grow each year. We hope that parents support their athlete(s) by attending their matches and giving positive encouragement. We expect you to refrain from criticizing your child, their teammates, their coaches, or the officials.

GVA realizes the sacrifices that are made by all our families and appreciates the time and commitment of the parents throughout their athletes' club careers. We have an open door policy with our families and encourage you to address any concerns you have with our staff under the guidelines we have set forth. We ask you to help us create the positive environment necessary for our athletes to succeed both on and off the court.

Team Mom Program

The GVA "Team Mom" will be a volunteer position for each GVA team. Some of the roles and responsibilities could be:

- Coordinating travel/carpooling for parents and players to events.
- Passing along information to team parents from the coaches during events.
- Taking photos/videos during events.
- Coordinating team dinners/snack schedules for tournaments.
- Helping with fundraising events.
- Serve as in-tournament chaperone at travel events.

PLAYER CODE OF CONDUCT

Golden Volleyball Academy is committed to all its players always exercising good sportsmanship. Our program philosophy is that our athletes should represent themselves, their family, their team and our organization in a positive and respectful manner. To represent our athlete's commitment, we have developed the following Code of Conduct for our players:

- 1) I will adhere to the rules and policies of Golden Volleyball Academy outlined in this handbook.
- 2) I will adhere to the rules and policies set forth by my team that may be in addition to the rules and policies of the program.
- 3) I will focus on developing not only on the court, but off the court as well. This includes building character, maintaining high academic standards, and developing leadership skills through the sport of volleyball.
- 4) I will not transport, possess, or drink any alcohol nor take illegal drugs of any kind; (if I am found to be using illegal drugs and/or drinking alcohol, I will be terminated immediately from the program).
- 5) I will make it my personal responsibility to make good decisions and not participate in activities the present higher risk to contract a virus or potentially spread it to others.
- 6) I will follow all rules and policies of the host facility when at tournaments, hotels or other functions related to participating in Golden Volleyball Academy related events.

On the Court

- 1) I will respect the game of volleyball and give it my all during practice and games.
- 2) I will accept responsibility and be accountable for my effort, focus and commitment to the game, my team and myself.
- 3) I will always demonstrate sportsmanship and fair play. I will set an example in the way in which I conduct myself on the court. I understand those actions, good or bad, have a long-lasting effect on everyone around me.
- 4) I will always treat the coaching staff respectfully. This includes not only my own coach, but any member of the coaching staff that takes the time to offer instruction throughout the season.
- 5) I will value the instruction of my coaches. Whether I think my coach is the best, the worst or somewhere in between, my job is to listen to my coaches, follow instruction, make changes and trust that they are looking out for my best interests.
- 6) I will be respectful, supportive and courteous to my teammates.
- 7) I will appreciate my teammates. Every player on my team has certain strengths and weaknesses. I will be patient with my teammates as they improve their games — just as they will be patient with me as I work on my game. Volleyball is a team sport. Success can only come when the entire team works and plays well together both on and off the court.
- 8) If I have a problem with a teammate, I will accept the responsibility to work it out with them. If I am unable or uncomfortable, I will talk to the coaching staff to attempt to solve the problem.
- 9) I will put my teammates first at all times. I understand that I am not bigger than the team no matter what my role may be. I understand that if I do not, my playing time will be affected.
- 10) I understand that poor conduct such as foul language, physical or verbal intimidation of any individual, fighting with other teams/players, vocal outbursts are not permitted.
- 11) I understand that a red card issued to me for poor sportsmanship will immediately cause my removal from the court for the remainder of the tournament. Poor sportsmanship will not be tolerated.
- 12) I will never question an official or express my feelings at a call. Officials are part of the game. I will never talk back or show up an official. This includes players that are performing officiating duties such as line judge or scorekeeping at an event.

- 13) I will take time to learn the rules of the game. I understand that in order to master the sport, I must understand the rules that we play by.
- 14) I will communicate. I will ask questions. I will express myself. I understand that in order to be successful I have to understand how to succeed. To do that I must communicate with my coaches and teammates.
- 15) I will accept feedback. I understand that all feedback and/or criticism of my game is designed to help me grow as a player.
- 16) I will have a growth mindset. I will see each practice as an opportunity to grow and have the heart of someone who loves to learn.

Off the Court

- 1) I will not exhibit conduct which is inappropriate as determined by comparison to normally accepted behavior.
- 2) I will be respectful in public and display good character as a representative of Golden Volleyball Academy.
- 3) I will be responsible when using the internet and will not submit any negative information regarding my teammates, team or GVA while using social networks or communicating via email. I will not post inappropriate comments, pictures or other content that would otherwise break any of the rules or policies set forth in this handbook/Code of Conduct.
- 4) I will accept the responsibility to manage my time to participate at GVA while maintaining balance and high standards with academics and family.

Players Name

Players Signature

PARENT CODE OF CONDUCT

As with our players, parents also represent Golden Volleyball Academy. We expect parents to act with a higher set of standards than we expect from our players. Parents are the role models.

Parents should read, understand and sign this form prior to their children participating in our program. Any parent guilty of improper conduct at any match, tournament, practice or GVA sponsored event will be asked to leave the venue. Repeat violations may cause the season forfeiture of the privilege of attending all events or removal of the athlete from our program.

The essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles:

- Trustworthiness,
- Respect,
- Responsibility,
- Fairness,
- Caring, and
- Good Citizenship.

The highest potential of sports is achieved when competition reflects these six pillars of character. I therefore agree:

- 1) I will not force my child to participate in Golden Volleyball Academy.
- 2) I will remember that children participate to have fun and that the game is for the players, not adults.
- 3) I will inform the coach of any physical or mental disability or ailment that may affect the safety of my child or the safety of others.

- 4) I will learn the rules of the game and the policies of Golden Volleyball Academy.
- 5) I (and my guests) will be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, coaches, officials and spectators at every game, practice or other sporting event.
- 6) I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures.
- 7) I will not encourage any behaviors or practices that would endanger the health and well-being of the athletes.
- 8) I will teach my child to play by the rules and to resolve conflicts without resorting to hostility or violence (verbal or physical).
- 9) I will demand that my child treat other players, coaches, officials and spectators with respect regardless of race, creed, color, sex or ability.
- 10) I will teach my child that doing one's best is more important than winning; so that my child will never feel defeated by the outcome of a game or his/her performance.
- 11) I will praise my child for competing fairly and trying hard, and make my child feel like a winner every time.
- 12) I will never ridicule or yell at my child or other participants for making a mistake or losing a competition.
- 13) I will emphasize skill development and practices and how they benefit my child over winning. I will also de-emphasize matches and competition in the lower age groups.
- 14) I will promote the emotional and physical wellbeing of the athletes ahead of any personal desire I may have for my child to win.
- 15) I will respect the officials and their authority during matches and will never question, discuss, or confront coaches at a tournament, and will follow the communication protocol outlined in this handbook.
- 16) I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all sports events.
- 17) I will refrain from coaching my child or other players during games and practices, unless I am one of the official coaches of the team.

By signing this agreement, I am signing on behalf of both parents/guardians of our athlete.

Players Name

Parent/Guardian Name

Parent/Guardian Signature

GOLDEN VOLLEYBALL ACADEMY

PARENT/PLAYER CONTRACT

PLEASE INITIAL AT EACH CORRECT SPOT. BY INITIALING YOU ARE AGREEING THAT YOU COMPLETELY UNDERSTAND AND AGREE TO EACH STATEMENT.

****PLEASE READ EVERYTHING BEFORE INITIALING AND SIGNING****

Initial: _____ I understand that there are dues and fees (see Financial Agreement) associated to my athlete to play for GVA. I agree that I will pay the associated costs in full and understand that once I sign the contract that no refunds are given. The only exception may be in the case of a season ending injury. I understand that failure to pay the dues/fees on time will result with my athlete not being allowed to participate in team practice, tournaments or any GVA events until my account is brought current.

Initial: _____ I understand that we need to turn in the Waiver/ Medical Release, Copy of Birth Certificate, Parent/Player Contract, and Financial Agreement. I understand that if I do not meet the obligations defined above my athlete will not be able to participate in team practice, tournaments or any GVA events.

Initial: _____ I acknowledge that I have read and discussed with my athlete the Player Code of Conduct. I understand and agree to have my athlete abide by all of the standards outlined in the Player Code of Conduct.

Initial: _____ I acknowledge that I have read and discussed with my athlete the Parent Code of Conduct. I understand and agree to abide by all the standards outlined in the Parent Code of Conduct.

Initial: _____ I understand my athlete must be registered with a National Governing Body (USAV and/or AAU) to participate with GVA. I agree that I will complete all the necessary steps to have my athlete properly registered for the season and that GVA has my permission to submit information on our behalf to complete the registration process.

Initial: _____ I understand that playing time is not guaranteed and must be earned with commitment and production. I understand that GVA fully expects that each athlete understands their playing time situation and is communicated to clearly by their coach.

Initial: _____ I understand that GVA has full discretion on placement of players onto teams and that when more than one team is formed in an age group, placement will not take place until an evaluation process is completed the first several weeks of the season. I understand that GVA also has full discretion on moving players up or down from one team to the other throughout the season.

Initial: _____ I understand that GVA can relocate, replace or dismiss a player if a player does not follow the Player Code of Conduct, which includes, but is not limited to, meeting the coaches or directors' expectations in attendance, commitment and/or production.

Initial: _____ I understand that communications with the team will be done through email/web site or other announced platforms. It is the parent's responsibility to check email/web site on a regular basis. Handouts will NOT be used as a primary form of communication. Documents will be released in the Forms section of the website and can be downloaded and printed.

Initial: _____ I understand that all tournaments held outside of the GVA program are out of GVA's control. This includes tournament schedules, gym locations, and cancellation of the tournament. Tournament schedules, gym locations and cancellations will be communicated to all parents as soon as possible. In the event that the league/tournament provides a refund back to the team, this refund will be used to enter another event and will not be refunded to my account.

PARENT/PLAYER HANDBOOK ACCEPTANCE AGREEMENT

By signing below, I acknowledge that I have received, read and discussed with my son/daughter the information in the Player/Parent Handbook. I understand all of the policies as outlined in the handbook and agree to abide by the rules of the organization. A player may not begin his/her season with GVA until all required forms are signed and submitted to the Administrative Staff.

The forms include Player/Parent Contract, Copy of Birth Certificate, Waiver and Medical Release, Insurance Information, Player Code of Conduct, and Parent Code of Conduct.

Player Name _____

Parent/Guardian Name _____

Parent/Guardian Signature _____

WEBSITE/INFORMATION RELEASE AGREEMENT

We like to post photos of teams and training classes on our website, social media outlets and newsletters. We also issue press releases throughout the year to local media outlets. In addition, we maintain Player Profiles for our athletes that contain information used by college coaches for recruiting purposes or simply for informational purposes. By signing below, you give GVA the right to post information about your athlete for the above purposes.

Player Name _____

Parent/Guardian Name _____

Parent/Guardian Signature _____

GOLDEN VOLLEYBALL ACADEMY RELEASE POLICY

If an athlete/family decides to depart **Golden Volleyball Academy** during the respective season, the following steps must take place:

Release Policy:

STEP 1 - The athlete/family in question must submit a written request for release to the Academy Director, **Jose Duprey**, at the Academy's email address: Goldenvolleyclub@gmail.com and to the Florida Region at register@FloridaVolleyball.org stating the reason for the request.

STEP 2 - Academy will release the athlete immediately once the following item(s) have been completed:

1. Member must remit all financial obligations agreed upon contractually. Payment Option – Member pays full cost of season.

Transfer Policy: A player can represent only one club during the Season. A change in geographical location of the family due to a change in job, military, scholastic or inner-collegiate status may receive special consideration. No player may participate in different Qualifying events with different clubs/teams. Proof of residency must be provided by the family at the time of the release/transfer request.

Once an athlete has participated in a **National Qualifier Event (Regional or NQ)** they may not be released for the rest of the season to another club. Please refer to the USA Volleyball.

(USAV) Championship Manual on releases for athletes that participate in regional or national qualifying/bid events.

Parent Name (Print)

Parent Signature

Date

GOLDEN VOLLEYBALL ACADEMY DISPUTE/GRIEVANCE PROCEDURE

Golden Volleyball Academy fully comprehends the value of parent involvement and encourages our parents to offer feedback whether positive or negative, but to do so in a respectful way. The below procedure is designed to help athletes and parents with questions, concerns, or problems that may occur during the course of the season. It ensures open and honest communication between all parties involved.

- 1) 48-hour rule: If the athlete or parent has a concern arising from a tournament or practice that needs to be addressed, they must wait at least 48 hours after the conclusion of the event to discuss the issue with the head coach. We trust that parents will be timely in communicating with coaches regarding potential issues that would distract that coach from their primary objective of coaching the team.
- 2) Do not approach the coach immediately prior to the start of practice, as the coach must focus on the athletes' and the training required during practice.
- 3) The athlete must first ask for a meeting with the coach to discuss the issue at hand. In the case of players on 13's or younger teams, the parents may request the meeting in which the athlete, parent and coach must be present.
- 4) If the issue is unresolved, the parents may ask for a meeting between themselves, the athlete, and the coach to discuss the issue. The meeting should take place at a location considered adequate for a private discussion agreed upon by both the parent and coach – NOT at a tournament and/or practice.
- 5) If the issue is unresolved, the parent may ask for a meeting with the club director, the head coach, and the athlete. The meeting should take place at a location considered adequate for private discussion, agreed upon by the parent, coach, and director and during a scheduled time away from practice or a tournament is appropriate. The decision of the Academy director at this point is **FINAL**.

It is essential that our parents serve as a support system for our academy, players and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.



USAVolleyball

MINOR ATHLETE ABUSE PREVENTION POLICIES (“MAAPP”)

Publication Date: December 20, 2024

Effective Date: January 1, 2025

INTRODUCTION

The U.S. Center for SafeSport (the Center) is committed to building a sport community Where Participants can work and learn together in an atmosphere free of emotional, physical, and Sexual misconduct. The most commonly used terms throughout this document are defined in the Terminology section in the back of this document.

AUTHORITY

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and Paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterruptible one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (“MAAPP”).

What is MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants Within the Olympic and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic and Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (*Note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations*). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions

Between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be Informed about potential boundary violations and concerns before consenting to the interaction.** While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be Implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may Assist organizations in improving athlete safety.¹

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part I. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

¹ Saul, J., & Audage, N. C. (2007). Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). Child Sexual Abuse: It Is Your Business. Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission into Institutional Responses to Child Sexual Abuse. (2017). Final Report.
Is the MAAPP Different from the SafeSport Code?

Yes. The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP Includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators who are also Participants can be sanctioned.

SCOPE

The MAAPP Applies to “In-Program Contact” Within the Olympic and Paralympic Movement

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities Partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor Locker rooms at their facilities and sanctioned events. Other policies impose certain requirements On Adult Participants under the Organization’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated Within the previous 12 months in, an event, program, activity, or competition that is part of, or Partially or fully under the jurisdiction of USA Volleyball and its LAOs.²

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Volleyball and its LAOs, or any facility that USA Volleyball or its LAOs owns, leases, or rents for practice, training, or competition.

² This term shall also include any minor who participates in, or participated within the previous 12 months in, a nonathlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

1. A member or license holder of USA Volleyball;
2. An employee or board member of USA Volleyball or its LAOs;
3. within the governance or disciplinary jurisdiction of USA Volleyball or its LAOs;
4. Authorized, approved, or appointed by USA Volleyball or its LAOs to have regular contact with or authority over minor athletes.³

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of activities related to participation in sport that could be identified as In Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic and Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of USA Volleyball and its LAOs are required to take training. The specific training requirements can be found in Part II.

³ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

PART I ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

All NGBs, LAOs, and the USOPC, in this case “USA Volleyball”, must implement proactive Policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USA Volleyball must track whether Adult Participants under its jurisdiction complete the required training listed in Part II.
2. USA Volleyball must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - a. For training to minor athletes, USA Volleyball must track a description of the training and how the training was offered and provided to minor athletes.
 - b. USA Volleyball is not required to track individual course completions of minor athletes.
3. USA Volleyball must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - a. For training to parents, USA Volleyball must track a description of the training and how the training was offered and provided to parents.
 - b. USA Volleyball is not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USA Volleyball must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
 - a. Meetings
 - b. Individual training sessions
 - c. Therapeutic and Recovery Modalities and Manual Therapy
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging and Residential Environments
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Volleyball may choose to implement stricter standards than the model policies.
3. USA Volleyball must also require that its LAOs implement these policies within each LAO.
4. USA Volleyball and its LAOs must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, the Organization must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside USA Volleyball’s and LAOs’ sanctioned event or facilities, implementing these policies means:

- i. Communicating the policies to individuals under its jurisdiction;
- ii. Establishing a reporting mechanism for violations of the policies;
- iii. Investigating and enforcing violations of the policies.

5. USA Volleyball and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating USA Volleyball's Minor Athlete Abuse Prevention Policies. The Organization must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USA Volleyball may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, USA Volleyball must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.

2. USA Volleyball must require their LAOs to incorporate the mandatory components of Part III. USA Volleyball may require that their LAOs implement USA Volleyball policies, which may be more stringent than the policies in Part III.

3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to USA Volleyball's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Volleyball from the Center.

PART II EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. The following Adult Participants must complete the *SafeSport® Trained Core Course* through the Center's online training:
 - i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
 - iii. Adult Participants who are an employee or board member of USA Volleyball or its affiliate LAOs.

2. Timing of Training

Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

3. Refresher Training

The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport® Trained Core Course*. Every four years, Adult Participants will complete the *SafeSport® Trained Core Course* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport® Trained Core Course* and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. USA Volleyball, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.

2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USA Volleyball, every 12 months, must offer training to parents on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.

2. The Center offers a parent course, located at safesporttrained.org, that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport® Trained Core Course*) before engaging or interacting with any minor athlete(s).

2. USA Volleyball may provide training *in addition to* the *SafeSport® Trained Core Course*, although they cannot refer to this training as "SafeSport" training. **Training other than the SafeSport Trained Core Course or Refresher does not satisfy this policy.**

3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Volleyball or can choose to contact the Center directly to request an exemption at

exemptions@safesport.org. All exemptions granted by the Center or by USA Volleyball in this category are considered indefinite. The Center will track all requests for exemptions upon notification from USA Volleyball.

2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Volleyball. USA Volleyball will determine whether to grant the exemption. If USA Volleyball grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. USA Volleyball must preserve documentation that the exemption was granted and for what duration.

3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Volleyball may determine whether to grant an exemption.

PART III REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be *observable and interruptible*, except in emergency circumstances or with a documented exception.

EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

A. Mandatory Components

1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has **no** authority over the Minor Athlete; and
- b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

This exception exists for Adult Participants who also assist an athlete with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

- a. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball and/or its Region for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
- c. the Adult Participant Personal Care Assistant has complied with USA Volleyball background screening policy.

3. Exceptions for Dual Relationships

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with USA Volleyball's protocols.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

MEETINGS POLICY

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

A. Mandatory Components

1. Observable and Interruptible

- a. Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers⁴)

If a licensed mental health care professional, licensed health care provider, or a student under the supervision of a licensed mental health care professional or licensed health care provider, meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA Volleyball or its Region's jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and
- c. USA Volleyball or its Regions is notified that the professional or provider will be meeting with a Minor Athlete; and,
- d. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. Recommended Components

1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

⁴ Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic and Recovery Modalities" policy.

TRAINING SESSIONS POLICY

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual and group training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure all In-Program individual and group training sessions with a Minor Athlete be observable and interruptible unless an exception exists.

2. Consent

The Adult Participant providing individual training sessions must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

3. Parent Observation

Parents/guardians must be allowed to observe individual and group training sessions.

B. Recommended Components

1. Monitoring

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USA Volleyball and its Region's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES POLICY⁵

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

A. Mandatory Components

Note: Only the emergency exception applies within this policy.

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible.

2. Manual Therapy and Therapeutic and Recovery Modalities Requirements

Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet the following requirements:

- a. Have another Adult Participant physically present for the modality or manual therapy; and
- b. Have documented consent as explained in subsection (4) below; and
- c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
- e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

3. Consent

- a. Providers of manual therapy, therapeutic modalities, or recovery modalities or USA Volleyball and its Regions, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

⁵ Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

B. Recommended Components

1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive a manual therapy, therapeutic modality, or recovery modality.

2. When possible, techniques should be used to reduce physical touch of Minor Athletes.

3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.

4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS POLICY

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless an exception exists.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.

b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete in a locker room or changing area.

c. Adult Participants must not shower with Minor Athletes unless:

i. The Adult Participant meets the Close-in-Age Exception; or

ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.

c. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Volleyball and its LAOs and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USA Volleyball and its Regions may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- a. Parent/legal guardian consent has been obtained; and
- b. USA Volleyball and its Regions approves the specific instance of recording or photography; and
- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements detailed on page 14.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

a. USA Volleyball and its LAOs must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction. USA Volleyball does not utilize changing rooms at its events. If USA Volleyball did utilize changing rooms, it would follow the above procedures.

b. IF locker rooms, changing areas, or similar spaces are used at USA Volleyball events, USA Volleyball and its LAOs must monitor their use to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball and its Region's jurisdiction.

ELECTRONIC COMMUNICATIONS POLICY⁶

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

A. Mandatory Components

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists.
- b. “Open and Transparent” means that the Adult Participant copies or includes the Minor Athlete’s parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- d. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes’ parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception exists.

4. Requests to Discontinue

Parents/guardians may request in writing that USA Volleyball and its LAOs or an Adult Participant not contact their Minor Athlete through any form of electronic communication. USA Volleyball, its LAOs and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

⁶ Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

B. Recommended Components

1. Hours

Electronic communications should generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

2. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to have private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.

TRANSPORTATION POLICY

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport activities.

A. Mandatory Components

1. Observable and Interruptible

Adult participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless an exception exists or:

- a. The Adult Participant has advanced, written consent to transport the Minor Athlete one on-one, obtained at least annually from the Minor Athlete's parent/guardian. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

2. Additional Requirements for Transportation Authorized or Funded by USA Volleyball and its Regions

- a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Volleyball and its Regions at least annually.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

B. Recommended Components

1. Shared or Carpool Travel Arrangement

The Organization encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

LODGING AND RESIDENTIAL ENVIRONMENTS POLICY

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

A. Mandatory Components

1. Observable and Interruptible

All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

2. Hotel Rooms and Other Sleeping Arrangements

a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists and the Minor Athlete's parent/guardian has provided USA Volleyball and its Regions or Adult Participant with advance, written consent for each specific lodging arrangement.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

d. Adult Participants without an exception and written parent/guardian consent as stated above are not permitted to stay overnight with Minor Athlete(s) in a communal lodging space such as an Airbnb, VRBO, HomeToGo, etc.

3. Monitoring or Room Checks During In-Program Travel

If USA Volleyball and its Regions or a team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

4. Additional Requirements for Lodging Authorized or Funded by the Organization

Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part II, unless the Adult Participant meets the Close-in-Age exception.

B. Recommended Components

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

PART IV RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of USA Volleyball;
- b. An employee or board member of USA Volleyball or its LAOs;
- c. Within the governance or disciplinary jurisdiction of USA Volleyball or its LAOs;
- d. Authorized, approved, or appointed by USA Volleyball or its LAOs to have regular contact with or authority over minor athletes.⁷

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body for the sport in which the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#). *Note: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.*

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than 4 years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). *Note: This exception only applies within the prevention policies and not regarding conduct defined in the SafeSport Code.*

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a relationship with a Minor Athlete outside of the sport program and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB. USA Volleyball considers its LAOs to include Regions and clubs affiliated with Regions.

⁷ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Volleyball and its LAOs.⁸

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Volleyball and its LAOs, or any facility that USA Volleyball and/or its LAOs owns, leases, or rents for practice, training, or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body or Pan American Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists a parasport athlete who requires help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any amateur athlete(s) who is a minor. *Note: NGBs and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.*

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

Billeting: A residential environment facilitated by an Adult Participant, USA Volleyball and its LAOs, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

⁸ This term shall also include any minor who participates in, or participated within the previous 12 months in, a Nonathletic role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers

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