



Player/Parent Handbook

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About Tallahassee Jrs Volleyball Club

Tallahassee Jrs VB Club Mission Statement

CLUB MISSION STATEMENT

The mission of Tallahassee Jrs Volleyball Club (TJVBC) is to promote and support the growth of volleyball in the Tallahassee area, through clinics, camps, tournaments, and travel teams. TJVBC will offer training and educational opportunities designed to develop both the physical and mental skills necessary to master the sport of volleyball. The programs sponsored and supported by TJVBC will be supervised and organized by experienced coaches dedicated to providing an honest, fair, and competitive experience.

HISTORY

Tallahassee Jrs Volleyball Club was formed by a merger of Tallahassee Select Volleyball Club and the Tallahassee Volleyball Association. Our Club was created by several Tallahassee area high school coaches with the purpose of consolidating the majority of the Tallahassee volleyball community, influential and helpful parents, and local businesses, who are all committed to working together to offer an affordable, well organized option for all young girls wanting to gain more experience in the indoor and outdoor volleyball arena. Parents and coaches have, and continue to be, instrumental in ensuring that this area of the state has a club that is representative of our community and that provides high quality instruction to our youth.



Club Leadership

The TJVBC is run by Latoya Washington and her staff. Latoya and her staff have worked for quite some time to help promote the sport of volleyball in the Tallahassee area. Her late husband, Anthony Washington, also contributed greatly to the growth of Tallahassee Jrs Volleyball Club and to the promotion of the sport of volleyball in the Tallahassee area. His joyful and competitive spirit lives on in our motto “Attitude Check - Proud to be Here”.

Latoya Washington, Director

Latoya is a graduate of Florida State University, where she played collegiate volleyball and helped FSU to win its very first ACC Championship. Latoya has been coaching volleyball for over 18 years. She has worked with several clubs in Tallahassee as well as in the Metro Detroit area. Latoya was selected to oversee TJVBC in 2008. Under her leadership, the club continues to grow and provide exceptional training opportunities to athletes in the community.

Latoya was married to the late Anthony Washington and they have 3 daughters, Daijah, MaKayla and Alexa, who also play volleyball at both the collegiate and high school levels.

Latoya’s Directorial duties consist of:

- Day to Day operations of the Club
- Budget
- Parent Concerns/Issues
- Program Development
- Coach oversight
- Coaches’ Training & Certification
- Club Personnel Oversight & Recruitment
- Club Growth & Development



Board of Directors

Latoya Washington
President/Director

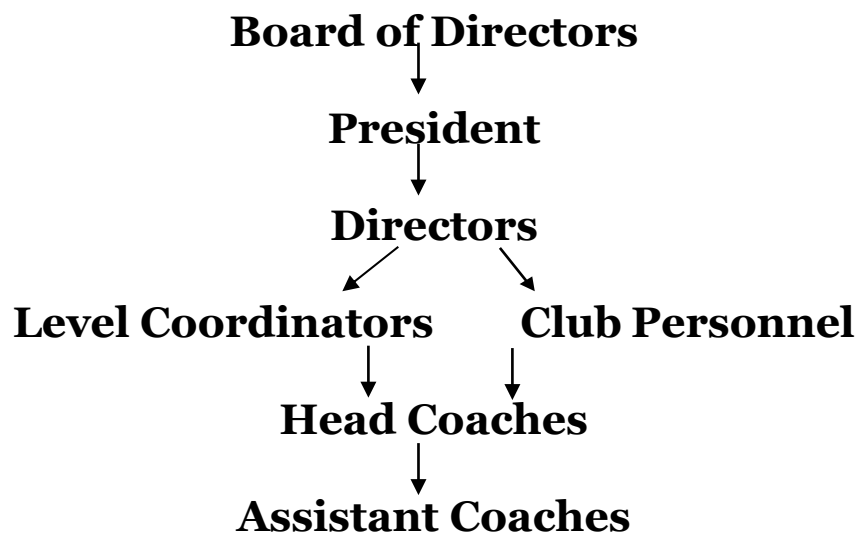
Susan Atwood
Treasurer

Susan Bradley
Board Member

Ed Canup
Board Member

Tom Daniels
Board Member

CLUB STRUCTURE, LEVEL COORDINATOR AND DIRECTOR RESPONSIBILITIES



Board of Directors:

Policy development and follow through, leadership, structure, growth, club organization

President:

Lead Board of Directors

Director:

Carry on actual day-to-day operations in running TJVBC

Club Personnel:

Treasurer: Susan Atwood, Bookkeeper handles income, expenses, day-to-day accounting, and pay-roll.

Player Promotions:

Angie Strickland, organizes and leads player recruitment

Club Goals

- Provide clinics that focus on skill development and team concepts for all age groups to develop interest and to encourage participation in the sport of volleyball for girls ages 6-18 and adults.
- Provide training and playing experience to players who wish to improve and excel in the sport of volleyball.
- Offer support to local recreational and middle school volleyball programs through free clinics and instructional programs for coaches and players.
- Provide training and education to coaches who wish to improve their knowledge of the sport and coaching skills.
- Offer assistance to athletes who wish to pursue college scholarships in the form of skill tapes, promotional letters and participation in national qualifier tournaments.
- Provide support for our local collegiate programs.
- Be active leaders in our local community, Florida Region and National AAU and USA Volleyball organizations.



PRACTICE SITE

Tallahassee Jrs Volleyball Club practice facility and office is located conveniently off Capital Circle NE, between Apalachee Parkway and Mahan Drive. Turn west onto Industrial Drive which leads to our Facility- 2830 Industrial Plaza Drive

TRYOUTS

Each year we evaluate a large number of athletes during tryouts. Some athletes have extensive playing experience while others do not. All athletes are evaluated for skill execution, as well as intrinsic traits. We base our selections for teams on what the athletes do during the tryout period PLUS what we perceive their potential as volleyball athletes to be. We select athletes based on the following criteria: coachability, work ethic, and basic skills of the sport. Each athlete in the club is evaluated every year. Each athlete must come to the tryouts ready to compete for a place on a team. (An athlete with a limiting or medical condition should talk to the Head Coach prior to the start of the tryout period). Players should never assume because they were on a team one year, they will automatically be on a team the following year. We select athletes for teams because they show the ability or potential, in our opinion, to help that particular team compete successfully.

TEAM LEVELS

- 1. Nike Pro**
- 2. Nike Elite**
- 3. Nike Regional**
- 4. Nike Local**

- 1. Nike Pro:** This is our top team in each age division
 - a. Practices at least 2-3 times per week (some weeks are cut short due to early travel departures). Practices are during the week and once on the weekend.
 - b. Playing time is not guaranteed. (Please see playing time in parent handbook)
 - c. 3 Qualifiers + multiple in the tri-state area (FL, GA & AL) tournaments and 1 possible out of the tri-state area tournament
- 2. Nike Elite:** This is our 2nd team in each age division
 - a. Practices at least 2 times per week. During the week and once on the weekend
 - b. Playing time is not guaranteed. (Please see playing time in parent handbook)
 - c. 1 Qualifier + multiple in the tri-state area (FL, GA & AL) tournaments
- 3. Nike Regional:** This is our 3rd team in each age division
 - a. Practices at least 2 times per week. During the week and once on the weekend.
 - b. Playing time is not guaranteed. (Please see playing time in parent handbook)
 - c. 1-day tournaments and one, 2-day tournament
- 4. Nike Local:** General
 - a. practices 2 times per week for 10 weeks. During the week and once on the weekend.
 - b. more equal play time
 - c. 1-day tournaments in the local area and out of town



CLUB TEAMS AND MULTI-SPORT ATHLETES

TJVBC athletes who play other sports during the club volleyball season must notify their coach in advance if they are going to miss a practice or tournament because of other sports conflicts. (Please refer to the Practice Rules.) If an athlete participates in another sport, we expect her to make club volleyball a priority when there is a conflict between the two sports. This means we expect the athlete to attend all club practices, unless there is a scheduled competition for the other sport at the same time as a club practice. If a game for the other sport conflicts with a club practice, the athlete will be excused from the volleyball practice, provided their coach is informed in advance. If a club volleyball competition conflicts with another sport competition, the coach and the athlete will decide, on a case-by-case basis, which event takes priority.

MOVEMENT BETWEEN TEAMS

Occasionally we will move an athlete from one team to another. Movement is at the sole discretion of the club. We will not move an athlete from or to another team until we discuss the move with the parents.

MEMBERSHIP AND CLUB FEES POLICY

TJVBC team base fees include:

1. Facilities fees
2. Coaching fees and travel expenses
3. Team equipment
4. Tournament fees
5. Administrative expenses and equipment
6. Player training

Each team's base fee will differ depending on 1) amount of on-the-court practice time, 2) costs to staff and administer teams. Pro teams that qualify for national tournaments will have additional fees to be determined and assessed at the time of qualification. Parents will receive specific information on the season plan at the initial Parent Membership Meeting. We require all parents to attend this meeting so that you may gain a better understanding of the Club operations, meet the Club staff, and so you can obtain answers to your questions. Base team fees do not include individual player(s) uniforms or personal gear (i.e. spandex, knee pads, etc). Those are separate fees and will need to be ordered and paid for at the beginning of the season.



CLUB COST AND PAYMENT INFORMATION

Payment Schedule: Tournament, travel and uniform costs for the Club are incurred early in the season and require the following payment schedule for team fees:

- 50% payment of team fee due on signing night**
- 25% payment of team fee due first month after signing night
- 25% payment of team fee due second month after signing night

If fees are not paid, the player will not be allowed to participate in practices or tournaments.

Credit card authorization is required to eliminate additional increased costs directly related to collection issues.

Bills will be sent to the billing email address designated on file 5 days prior to the due date as a reminder. A follow-up bill will be sent on the 10th of the month if payment has not been received and will include a \$25 late fee. If the payment remains unpaid by the 20th of the month, the credit card on file will be charged for the sum of the payment due, the late fee and any processing charges incurred by use of the credit card.

Should the charge not go through, you will be notified by email and/or telephone that your account is in default and your child(ren) will not be allowed to participate in practices or tournaments until such time as your account is brought current.

For alternative payment arrangements, please email Susan Atwood at accounting@tallyvball.com. We are happy to accommodate your payment requests IF POSSIBLE.

**The 50% payment due on signing night will be reduced by whatever amount has been banked in the parents/players name prior to the payment due date. Signing night normally occurs within the first week following team announcements.

Please note: Amateur athletes are by definition are, an athlete who has never accepted money, or who accepts money under restrictions specified by a regulatory body, for participating in a competition. Failure to pay any or all club fees can be viewed as that player receiving payment to play. This definition may then result in your child losing her amateur status for the next high school season and thus not be allowed to play.



REFUND/INJURY POLICY

The Tallahassee Jrs Volleyball Club refund policy is as follows:

- Refund request should be submitted to the Club Director and the Club Treasurer in writing. Parents should include reason and any medical forms to support medical withdrawals. Only medical withdrawals with in the first month of the season will receive a full refund minus a \$800 deposit, based on when the injury occurs.
- Refunds will be issued only under the following circumstances:
 - a. A player has been severely injured and has a doctor's note indicating the athlete cannot participate in sport activities.
 - b. Injuries that occur mid-season will be pro-rated based on when the injury occurs.
- Players who quit a team any time after accepting a position are responsible for all fees paid in full.
- Refunds will NOT be issued in cases where a player accepts their position on a team knowing that recovery/surgery/treatment will be required which will prevent the player's ability to participate in scheduled events during the established season (typically December 15 through May 30). Events are defined as practices and tournaments.
- The club director will make all refund final decisions.



GENERAL PLAYER POLICIES

- While representing the Tallahassee Jrs Volleyball Club, we expect all athletes to behave in a responsible manner. Determination of what a responsible manner is lies solely with the Club.
- We require any athlete damaging equipment owned by the Tallahassee Jrs Volleyball Club or any facility used by the Club during practices, tournaments or any other function, to reimburse the appropriate entity for the damages before continuing in the Club. In some circumstances, the athlete may be dismissed from the Club in addition to making restitution.
- We will not allow any athlete to participate during the current season unless all fees from previous years are paid.
- We may, at our discretion, deny an athlete whose account becomes delinquent during the current season the privilege of playing in a tournament or ask her to sit out at practice until the account is paid in full or arrangements for payment are made with the Director.
- The party responsible for the athlete's fees and expenses must pay the current season's account in full before the athlete will be allowed to participate in the last scheduled tournament of this particular athlete's club team.
- All athletes must have her parent/guardian complete the online membership process before tryouts. When the Registration process is complete (including payment for membership), the printed confirmation page must be brought to tryouts. The Junior Medical Release Form (part of the online registration process) must also be printed and brought to tryouts.
- All athletes selected for a team **MUST**: 1) have turned in a Signed Financial Agreement; 2) paid for full season or set up payment plan; 3) be completely registered with AAU/USAV before being allowed to practice.
- All other payments for dues, travel, or other items must be paid at the first of each month.
- Payment will either be made by check for the season in full, paid through the Tallahassee Jrs Website via the portal.
- When we have bad weather, all athletes will be contacted by their coach to confirm if practice is cancelled. Always assume that the practice will take place as scheduled. If there is no contact made, then practice will be held.
- Tallahassee Jrs has the philosophy that the amount of **PLAYING TIME** for all athletes is determined by the performance of the athlete, and how much an athlete plays during competition **IS LEFT TO THE DISCRETION OF HER COACH. WE DO NOT GUARANTEE EQUAL PLAYING TIME.** It is important that players and parents accept the club mantra: –Players pay to train, not to play. Playing time is not a given; it is earned first by hard work, positive attitude, and display of skills on the practice court. Each athlete will receive equal practice time. In the younger age divisions the coaches are encouraged to manage their team so that playing time is more equitable. We strive to be a competitive club, not a recreational organization. While the coaches are encouraged to be mindful of playing time, they are also expected to make coaching decisions that will help the team have the most success.
- Due to the limited space at our practice facility it is very difficult to observe practices. If you do so, please stay out of sight as this may distract your player from focusing on her coaches instructions.



PRACTICE RULES

- We expect all athletes to attend every practice. Only an illness serious enough to keep the athlete home from school or a genuine family emergency is a legitimate excuse for missing practice. If an athlete misses an excessive number of practices, a meeting will be arranged with the athlete, her parent(s)/guardian, the coach, and the Director or the Head Coach to discuss consequences.
- IF AN ATHLETE CANNOT BE AT PRACTICE, THE ATHLETE MUST CONTACT THE COACH. It is the athlete's responsibility (not the parent's) to reach the coach before the practice starts. Players who do not communicate with their coach about a missed practice, or who miss a practice for an unacceptable reason, will sit out at least the first match of the next competition event they attend. PLEASE NOTE: The athlete must contact the coach directly at his/her home, cell or work number or email address. Print this information on the front page of the handbook. It is included on a team list sent out at the beginning of the season.
- Injured or ill athletes who can attend school are expected to attend practice to support their team and be available to help where they can, even if they cannot physically participate in practice.
- Scheduled practice time is start time. Please arrive early enough to be dressed and completely ready for practice by start time. This usually requires arriving no less than 10 minutes before start time.
- If an athlete is late arriving for practice, she must change into her practice gear, report to her coach and explain why she is late. The coach, in his/her sole discretion, will determine if any corrective action needs to be taken.
- NO FOOD and NO CHEWING GUM ARE ALLOWED IN ANY PRACTICE OR TOURNAMENT FACILITY. The team may be penalized if parents or supporters disobey this rule.
- Athletes are encouraged to bring water, in an unbreakable container, to practices and tournaments. Absolutely no glass containers are allowed in the gym.
- Volleyball shoes are to be carried into the practice/tournament facility and worn only for practice/competition. This is to assure that the courts remain clean. It also helps the shoes to have better traction and retain that traction longer.
- Horseplay or ball handling in the lobby and/or hallways of practice or competition areas is strictly prohibited.
- Texting and making phone calls during volleyball practice or competition is strongly discouraged. Please limit calls and texts to true emergencies.
- Parents are NOT ALLOWED on the court at any facility in which TJVBC practice or tournament play is taking place UNLESS that parent has all the valid credentials required by USAV to be on the court or sideline.
- Tallahassee Jrs supports consequences for missing practices, tournaments, etc. Our coaches try to be positive though we acknowledge that yelling or becoming angry sometimes can be a good coaching technique. Our coaches are taught to use these techniques sparingly and try to uplift their team and help them enjoy the season.



TOURNAMENT RULES

- All athletes are expected to attend every tournament. IF AN ATHLETE CANNOT BE AT A TOURNAMENT, SHE MUST INFORM THE COACH AS SOON AS SHE KNOWS SHE WILL BE ABSENT. (All team schedules are located on the website.) It is the athlete's (not the parent's) responsibility to make arrangements with the coach if she cannot attend a tournament. Failure to attend a tournament may be grounds for the Club to cancel an athlete's membership.
- All athletes are expected to be in the gym, READY TO WARM-UP, at the scheduled arrival time. This usually means the athlete needs to arrive at the site 40-60 minutes prior to the scheduled competition/officiating time.
- NO FOOD, NO DRINKS (other than water), and NO CHEWING GUM IS ALLOWED IN ANY PRACTICE OR COMPETITION GYM AT ANY TIME. Some regions allow a tournament director to penalize teams if parents and/or supporters ignore this rule. Please be aware that this rule is for parents and players.
- Represent Tallahassee Jrs Volleyball Club at the highest level possible. Your reputation is OUR reputation.
- Proper demeanor is expected of all members of the Club (athletes, parents, and supporters) at all tournaments; this includes treating members of the officiating crew with respect.
- Athletes will wear the specified uniform to all tournaments.
- Uniforms must be clean, especially kneepads, socks and shoes.
- An athlete may NOT have a visible tattoo
- Only Tallahassee Jrs players and staff are permitted to wear Tallahassee Jrs uniform items
- Athletes and/or parents are responsible for providing transportation for their athlete to and from the tournament sites.
- If a parent is NOT transporting their own child, the coach must be informed BY THE PARENT who will be in charge of the player.
- Except for the starting times, most tournaments do not follow a set time schedule. Matches will begin 10 minutes after the end of the previous match. Because of this format, it is very difficult to determine exactly when a tournament will end. Expect to play all day. 2 and 3-day tournaments have assigned officiating duties and many times you officiate prior to your first match. MAKE SURE you know your schedule and that the coach and/or Team Parent have informed the players and parents of the appropriate time and location of all officiating duties and matches.
- Athletes must stay at the tournament site until excused by the coach. This includes DURING as well as at the conclusion of a tournament.
- Playing time is earned and at the discretion of the coach; it is reasonable to speculate that playing time may be distributed more liberally at the younger levels.
- National Tournament participation is mandatory. If a team qualifies, all players on the roster must attend.
- Tallahassee Jrs Volleyball Club will adhere to the Code of Conduct required by the Florida Region of USAV. Players and Coaches agreed to abide by this as part of registration with USAV.



CONSEQUENCES

Consequences for broken rules will be handled on individual basis by the responsible party. Most consequences will be handled by the Head Coach of the particular team. More serious consequences will come from Directors or the Board of Directors. Consequences may include: extra "exercise", extra practice, suspension from games or events, or even expulsion from TJVBC. Obviously, the more serious the infraction, the more serious the consequence. Consequences are a part of life and should be taken in-stride. It is not the intent of TJVBC to punish. It is our intent to help our players become responsible, contributing citizens. The Club Director will have the FINAL determination for serious infractions.

OFFICIATING

Officiating is the shared responsibility of the entire team. All Tallahassee Jrs athletes are required to help equally with the line judging, score keeping, score flipping and officiating. A coach must be at the officiating table at all times. Except in cases of true emergency, all athletes and their team who have an officiating assignment must stay at a tournament until the assignment is completed.

SEXUAL HARASSMENT POLICY

Both federal law and Florida law prohibit sexual harassment in the workplace. TJVBC is fully committed to preventing sexual harassment in its program. We try to be sensitive to actions that may seem to create an environment that is discriminatory or harassing. Tallahassee Jrs regards the safety of the young athletes entrusted to our care and instruction as our highest priority. We do not tolerate verbal or physical behavior that compromises that priority. We watch team activities and interactions closely to try to prevent miscommunications that cause discomfort for any of the athletes or parents.

SUBSTANCE ABUSE POLICY

Any player who is guilty of consuming alcohol, drugs or smoking cigarettes while participating in or at any TJVBC sponsored event, tournament or practice is subject to immediate removal from the club. No refunds or exceptions. Parents will be notified immediately.



REPORTING COMPLAINTS

If you see behavior by a Tallahassee Jrs employee you believe appears to be inappropriate, or if you experience behavior from a coach or administrator that you believe to be inappropriate, report it immediately to the Club Director. All complaints will be investigated. Any employee found to be in violation of the sexual discrimination policy would be subject to discipline, which may include dismissal. There will be no retaliation against any complainant and/ or witness who participate in investigation of a sexual harassment charge.

TALLAHASSEE JRS VOLLEYBALL CLUB IS COMMITTED TO:

RESPONDING TO ALL QUESTIONS OR CONCERNS RELATED TO ANY PART OF THE CLUB OPERATIONS. WE WILL DO OUR VERY BEST TO RESPOND IN A TIMELY FASHION. YOU WILL BE RESPECTFULLY HEARD. WE WILL WORK DILIGENTLY TO AFFORD EVERY ATHLETE IN OUR PROGRAM THE OPPORTUNITY TO DEVELOP HER ATHLETIC AND PERSONAL POTENTIAL TO THE FULLEST. WE WILL BE AS OPEN AND FORTHRIGHT AS POSSIBLE IN ALL OUR DEALINGS WITH MEMBERS.

10 GUIDELINES FOR BEING A POSITIVE PARENT/PLAYER

1. Cheer your player on, be supportive of her, but do it without judging her, the coach or her teammates.
2. Understand the rules of the game and the coach's philosophy. Substituting in volleyball has consequences.
3. Never approach a coach with complaints after a match. Our club will adhere to a 24 hour cooling off period from the time your daughter's team has completed their last tournament match. If there are still concerns, please follow steps 4 and 5 below.
4. Encourage your child to seek her own answers. Coaches respect players who come to them and privately discuss their playing time or role; it immediately indicates they want more.
5. If you have serious concerns, and your player has attempted unsuccessfully to work things out with the coach on her own, schedule a meeting with the coach and director and have your child attend with you (you may not be hearing the whole story – a common occurrence). If you are trying to resolve a problem, help your player by being a role model in the problem solving procedure.
6. Do your physical part as a parent. Get your child to practice on time and pick her up promptly. Demonstrating responsibility and commitment can be incredibly effective.
7. Positions and talent sometimes do not match up. Coaches attempt to do what is best for the team, putting the best physical mix and the best "chemistry" on the floor. That may mean that sometimes your daughter may be playing out of position in an attempt to "strengthen" the team. A positive spin by you can go a long way in helping your child adjust to a new role. Stay positive, and your child will flourish.
8. Please think before criticizing anyone connected with your daughter's club or team. Criticism is contagious and often hurtful. The damage you do could be irreversible.
 9. Visibly show that you enjoy watching your child perform; this will make her feel better about individual participation, no matter what the role is.

10. Do not embarrass your daughter by yelling at officials. Keep in mind club rules differ in some ways than middle school or high school rules.

Our parents must be committed to the program as established by the administration/coaching staff and should maintain a positive attitude toward the program. Parents should try to see the game without parental eyes. We would like the parents to become knowledgeable about how the game is played and appreciate the efforts of all players. Together we will accomplish much more if we are committed to the same system. In the past, there have been three primary complaints, which only limited the success of the team and the club. They are as follows:

- **My daughter is not on the right team** – This usually means that the player has not been selected on the “number one team”. As noticed throughout our tryout process, there are 3-6 qualified coaches evaluating players in a professional manner. The methods we have used to assign players to teams have proven to be made fairly, with few mistakes.
- **My daughter is not playing enough** – This is a common complaint. When playing for Tallahassee Jrs Volleyball Club at the elite level, players will not always see the same amount of time. There is NO guarantee of playing time on any level. Playing time MUST be earned throughout practice time!
- **My daughter is not playing the right position** – Often times a player is the shining star on their school team at a particular position and is not getting playing time at that position at Tallahassee Jrs. There are many reasons for this. First, the coach may have a particular need at a certain position and your player is the only one with the required skills to fill that need. Second, we must remember that the competition within club volleyball is much stronger than on school teams; therefore, the competition for each position is more intense than in a school environment where the number of skilled players might be limited.

Negative comments directed to other parents, coaches, or players concerning players’ positions, who is playing, or the coach’s offensive/defensive scheme have no place in our program. Please help maintain a great program by supporting our staff and our players with a positive attitude!



GRIEVANCE PROCEDURE

Knowing when to communicate 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.

At Tallahassee Jrs we encourage the athlete to talk to the coach when she has a problem about her playing time or if she is uncertain what the coach expects from her either in practice or in competition. The appropriate attitude is for the athlete to ask the coach what she needs to do to get more opportunities to play in matches. Parents can best help their athlete by helping her set some goals to achieve more opportunities to play.

When parents have a problem that is specific to their own athlete, we also encourage them first to talk to the coach. We instruct coaches they are not required to discuss "coaching decisions" which include, among other things, specific match decisions (who played when, who was subbed out and when, etc.) The amount of time any given athlete is on the court is the result of a complex determination, in that coach's opinion, of the athlete's ability, the athlete's potential, 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 process or conclusions in making these determinations, and we believe it is improper for a parent to request that of a coach.

In addition, we instruct coaches not to discuss any athlete other than the parent's own, or the actions of any other coach. If you as a parent have legitimate concerns about a coach other than your athlete's coach, or with an athlete other than your own, you need to address the Club Director. Please note again that coaching decisions are not, in our opinion, subject to discussion.

GRIEVANCE PROCEDURE STEPS

Specifically, if you as a parent, or your athlete as a member of a Tallahassee Jrs Volleyball Club team, have concerns about Tallahassee Jrs policies or actions, the procedures to follow are, in this order:

- The athlete should talk to the coach about the matter. If the matter remains unresolved, or if the athlete has reasonable concern that talking to the coach will not resolve the matter, then
- The parent should talk to the coach. Parents and/ or athletes are expected to call the coach on the phone to schedule a meeting. Meetings 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, to refer the parent to the Director, and to walk away from the parent. This is known as the 24 hour cool off. The recommended time for a parent and/or athlete to talk to a coach about a problem is a previously arranged time either before or immediately after a scheduled practice. If the matter still remains unresolved, or if the parent has reasonable concern that talking to the coach will not resolve the matter, then

- The parent should talk to the Director and request a meeting with the coach and Director. In certain situations, we may ask the athlete to attend the meeting also. Meetings should be previously arranged. Meetings will not be scheduled during or at a tournament site. The Head Coach and/or the Director will not engage in discussions about coaching decisions. The decision of the club director at this point is **FINAL**.

PLAYER COMPETITION CONFLICT SITUATIONS

Any time you put a group of highly competitive people together for any significant period of time, there are bound to be conflicts. Put those same people into an actual competition of some sort and the likelihood only increases. Because of this, the following 'conflict resolution' steps have been set forth.

1. Should any player receive a yellow card during a tournament, he/she must complete the following within 72 hours of receiving the sanction.
 - ❖ Mail or email a written apology to the referee that issued the sanction (copy also sent to Latoya Washington, TJVBC Director).
2. Should any player receive a red card during a tournament, he/she must complete the following within 72 hours of receiving the sanction.
 - ❖ Mail or email a written apology to the referee that issued the sanction (copy also sent to Latoya Washington, TJVBC Director).
 - ❖ Mail or email a written apology to the Florida Regional USAV office (copy also sent to Latoya Washington, TJVBC Director).
3. Should any player be requested to leave a practice or a tournament by his/her coach, that player shall immediately comply, and the following steps taken:
 - ❖ The head coach must notify one of the TJVBC directors of the incident and details within 24 hours of occurrence.
 - ❖ The player, coach and assistant coach must schedule and hold a meeting outside of practice or tournament time to meet and attempt to resolve the conflict. If either party is not satisfied at this point then,
 - ❖ The player, the coaches, and the TJVBC director must schedule and hold a meeting outside of practice or tournament time to meet and resolve the conflict. The decision of the club director at this point is **FINAL**.
4. Should a player have a conflict with another player within his/her own team, the following steps should be taken, in order:

- ❖ The first player should meet with the other player outside of 'TJVBC time' to try to resolve the issue. If the player is not satisfied,
- ❖ The player should meet with the coaches outside of 'TJVBC time' to try to resolve the issue. If the player still is not satisfied,
- ❖ The player should schedule and meet with the player AND the coach outside of 'TJVBC time' to resolve the issue. If the player has not at this point, resolved the issue, then as a FINAL measure,
- ❖ The player should schedule and hold a meeting including both players, the coach and the TJVBC director to resolve the issue. The decision of the club director at this point is **FINAL**.

All players are required to read, agree to, and sign a letter of acknowledgement of these procedures prior to playing with any team within the Tallahassee Jrs Volleyball Club.

Destructive Communication

Tallahassee Jrs will not tolerate hostile, aggressive confrontations between a parent and any official, a parent and any coach, a parent and any athlete, or a parent and any other parent, regardless of whether the coach, athlete or other parent is a member of Tallahassee Jrs or not. Violation of this policy may result in the athlete being dismissed from TJVBC. It is inappropriate for an athlete or a parent to approach other Tallahassee Jrs members to complain about a problem the athlete or parent is having with a TJVBC coach, about objections to coaching decisions, or about disagreement with an administrative decision. Please read carefully:

- Asking uninvolved persons to take sides in an issue is unfair to those third parties and to the Club. Competitive team athletics, by its very nature, creates situations where everyone may not be happy all the time. For the psychological health of the athletes and the Club as a whole, grievances need to be handled between the parties involved and the decision-makers in the situation.
- Any member who is approached and asked to listen to or express an opinion about matters between two other parties in the Club is strongly encouraged to refer the complaining party to take the matter up with either the coach in question and/or the Club Director, and to refuse to listen further.
- Any member who, as a third party, hears remarks or stories about Tallahassee Jrs, its employees or its policies, that cause the member to be concerned is encouraged to call the Club Director immediately to determine the facts, or to alert the Club administration to a situation it may be unaware of.
- It is detrimental to all persons involved to repeat complaints you hear (or overhear) to other uninvolved parties. By the time a story gets to the third or fourth party, it frequently bears little resemblance to the facts of the situation.
- It is also detrimental to your athlete and disruptive to her team to complain about the coach, the coach's style or Tallahassee Jrs policies.
- If you, as a parent, are unhappy or concerned about these matters, you should address the party in control. If the athlete is the unhappy person, she needs to address the appropriate party.
- When discussing your child to a coach or another parent, please refrain from discussing other athletes.

Repetitive complaining to the athlete(s) or other third parties that interferes with the Club's efforts to pursue its stated mission and purpose may be cause, in the sole determination of the Club, to cancel an athlete's membership in the Club. The decision of the club director at this point is FINAL.



Parent Code of Conduct

I agree that:

- I will not force my child to participate in sports.
- I will not coach my child from the sideline.
- I will remember that children participate to have fun and that the game is for youth, not adults.
- I will inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
- I will learn the rules of the game and policies of Tallahassee Jrs Volleyball Club.
- 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 tournament.
- I (and my guests) will not engage in any kind of unsportsmanlike conduct with any official (esp. player official), coach, player, or parent such as booing and taunting; refusing to shake hands; or using profane language or gestures. First warning will be a verbal warning from the coach/director. The second offense may result in reduced play time for your player. The third offense may result in dismissal from the club. I understand the decision of the club director at this point is **FINAL**.
- I will not encourage any behaviors or practices that would endanger the health and well-being of the athletes.
- I will teach my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will demand that my child treat other players, coaches, officials and spectators with respect regardless of race, creed, color, sex or ability.
- 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 her performance.
- I will praise my child for competing fairly and trying hard, and make my child feel like a winner.
- I will never ridicule or yell at my child or other participant for making a mistake or losing a competition.
- I will promote the emotional and physical wellbeing of the athletes ahead of any personal desire I may have for my child to win.
- I will emphasize skill development and practices and how they benefit my child over winning.
- I will respect the officials and their authority during games and will never question, discuss, or confront coaches at the tournament and will take the time if needed, to speak with the coach at an agreed upon time and place.
- 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 tournaments and practices.
- I will refrain from coaching my child or other players during games and practices unless I am the official coach.
- I will follow the 48 hour Club rule.

- I understand that volleyball is a team sport and that the position my child plays is up to the coach's discretion for the betterment of the team.
- I understand that playing time will be afforded to all players, **but not necessarily in equal proportions**. Substituting in or out of a game reflects players' strengths and/or weaknesses or in some cases strategy adjustments by a coach. **Playing time is the sole decision of the coach and may be influenced by attendance, tardiness, discipline, and by ability under or in pressure situations**. These decisions will only be discussed with the athlete herself.

The TJVBC club rule is no athlete will sit an entire match during Saturday pool play. Coaches will work to make sure each player plays in the match (unless previously discussed). How much a player is on the court will be determined by criteria listed above. On Championship Sunday, the coach will decide all playing time as is best for the entire team.

If I feel that my daughter's safety is in question, I will contact the club director immediately with my concerns.

Player Code of Conduct

- ❖ Play the game for the game's sake
- ❖ Be generous when you win.
- ❖ Be gracious when you lose.
- ❖ Be fair always, no matter what the cost.
- ❖ Obey the rules of the game.
- ❖ Work for the good of your team.
- ❖ Accept the decisions of the officials with grace.
- ❖ Believe in the honesty of your opponents.
- ❖ Conduct yourself with honor and dignity.
- ❖ Honestly and wholeheartedly applaud the efforts of your teammates and opponents.

Scholarship/Hardship

Scholarship/hardship funds are available through the Tallahassee Jrs Scholarship Fund. Anyone seeking aid should fill out the scholarship request form under the Forms heading on the website, tallyvball.com. Completed forms and required additional documents must be submitted by email or fax NO LATER THAN THE NOTED DEADLINE to coachlatoya@tallyvball.com. The scholarship committee will review your request and advise you in writing the amount which is available to you. Scholarships granted will be divided among all 3 scheduled payments, with no greater portion being applied to any one payment over another. Scholarship grants in NO WAY forgive or excuse the remaining balance payments. Acceptance of a scholarship will require hours of community service to be completed at the Tallahassee Jrs Volleyball facility or other such designated property. Such hours may be comprised of assisting with camps, clinics, setup, clean up or other such functions as are required to keep Tallahassee



Jrs running in as efficient and cost-effective manner as possible.

Failure to pay any remaining balance due after a scholarship is awarded may result in the revocation of any awarded scholarship. The club director will make the FINAL decision on any revocation of the scholarship of a player.



Electronic Communications & Social Media Policy and Guidelines

As part of Tallahassee Juniors emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities.

As with any communication, the content of any electronic communication should be readily available to share with the athlete's family. At the request of a parent or guardian, any email, electronic text, social media or similar communication will copy or include the athlete's parents or guardians.

Playing and competing for Tallahassee Juniors Volleyball Club (TJVBC) is a privilege. Student-athletes at TJVBC are held in the highest regard and have the responsibility to portray their club, team and themselves in a positive manner at all times.

Facebook, Twitter and other social media sites have increased in popularity globally, and are used by the majority of student-athletes at TJVBC in one form or another. Student-athletes should be aware that third parties – including the media, TJVBC coaches, college coaches and future employers – could easily access your profiles and view all personal information. This includes all pictures, videos, posts and comments. Inappropriate material found by third parties affects the perception of the student-athlete, the team, and TJVBC as a club, and can also be detrimental to a student-athlete's future opportunities, in volleyball and beyond.

Coaches may not have athletes of Tallahassee Juniors Volleyball Club join a personal social media page. Athlete members and parents can friend the official Tallahassee Juniors Volleyball Club Team page and coaches can communicate to athlete members through the site. All posts, messages, text, or media of any kind between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

Coaches and athletes may "follow" each other. Coaches cannot "re-tweet" athlete message posts. All posts between coach and athlete must be for the purpose of communicating information about team activities.

Examples of inappropriate and offensive behaviors concerning participation in online communities may include depictions or presentations of the following:

- Photos, videos, posts or comments showing the personal use of alcohol, drugs and tobacco. e.g., no holding cups, cans, shot glasses etc.
- Photos, videos, and comments that are of a sexual nature. This includes links to websites of a pornographic nature and other inappropriate material.



- Pictures, videos, posts or comments that condone drug-related activity. This includes but is not limited to images that portray the personal use of marijuana and drug paraphernalia.
- Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another club; taunting comments aimed at a student-athlete, coach or team at another club or school and derogatory comments against race, sexual orientation, and/or gender).
- No posts should depict or encourage unacceptable, violent or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, illegal drug use).

SOCIAL MEDIA POLICY & CONSEQUENCES FOR TJVBC ATHLETES

If a student-athlete’s profile and its contents are found to be inappropriate in accordance with the above behaviors, he/she will be subject to the following penalties:

1. Verbal and/ or written warning
2. A meeting with Head Coach and Club Directors
3. Penalties as determined by TJVBC, including but not limited to possible suspension or release from her team.

For your own safety, please keep the following recommendations in mind as you participate in social media websites:

- Set your security settings so that only your friends can view your profile.
- You should not post your email, home address, local address, telephone number(s), or other personal information as it could lead to unwanted attention, stalking, identity theft, etc.
- Be aware of who you add as a friend to your site – many people are looking to take advantage of young people.
Consider how the above behaviors can be reflected in all Facebook applications.
- If you do engage in posts or comments related to TJVBC, never act in a derogatory manner towards any team, coach or athlete and avoid personally-identifiable information that could put you or others at risk.

EMAIL AND SIMILAR ELECTRONIC COMMUNICATIONS

- Athletes and coaches may use email to communicate. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Where the coach is a staff member and/or volunteer, email from a coach to any athlete should come from the club website email center

TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS

- Texting is allowed between coaches and athletes. All texts between coach and athlete must be professional and for the purpose of communicating information about team activities.

ELECTRONIC IMAGERY



- From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default policy of Tallahassee Juniors Volleyball Club to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club. Imagery must not be contrary to any rules as outlined in Tallahassee Juniors Volleyball Club Participant Parent Handbook.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS OR IMAGERY

- The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches (photography or videography).

MISCONDUCT

- Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our Participant Safety Handbook.

VIOLATIONS

- Violations of Tallahassee Juniors Volleyball Club Electronic Communications and Social Media Policy should be reported to your immediate supervisor, a Tallahassee Juniors Volleyball Club administrator for evaluation. Complaints and allegations will be addressed under Tallahassee Juniors Volleyball Club Disciplinary Rules and Procedure.



Club Travel Policies

All Tallahassee Juniors (TJVBC) Athletes, Coaches and Parents are expected to abide by the travel policies below.

General Travel Policies

1. When traveling to tournaments, TJVBC prefers that each player stay with her own parent or the team parent. The club or individual teams will reserve blocks of hotel rooms for most tournaments, however, it is the parents' responsibility to make a reservation and pay for all hotel rooms. We request that players and parents make an effort to stay at the designated hotel for each tournament. Hotel information will be available 3-4 weeks or more prior to each tournament and will be distributed to teams by the Team Parent.
2. When traveling to overnight tournaments, curfew will be 11:00 pm all nights before a match. If the coaching or administrative staff is notified of any disturbances by TJVBC players, the offending player(s) will be asked to leave the site for the remainder of the tournament.
3. Transportation to and from all tournaments is the responsibility of the parent.
4. When traveling, there should be no display of disrespect towards any club, player, parent, coach, hotel employee, or other hotel guests.
5. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with an athlete. (unless the coach is the parent, guardian, sibling or spouse of that particular athlete).
6. When only one athlete and one coach travel to a competition, the athlete must have his or her parents' written permission in advance to travel alone with the coach.

Stay to Play Tournament Policies

Certain tournaments, including all National Qualifiers and some Florida Region tournaments, institute a **Stay To Play (STP)** policy. This policy requires players, parents, coaches, directors and officials to stay in designated hotels in order to meet entrance requirements for the tournament. Teams who do not abide by the Stay To Play policy will not be allowed to play in these types of tournaments. For this reason, TJVBC has the following policies in place:

1. Stay to Play tournaments will be designated at the time the tournament schedule is distributed.
2. No individual should make non-refundable travel arrangements for any Stay to Play tournament without consulting with the club travel coordinator.
3. Players, parents, coaches attending a Stay to Play tournament will be required to stay in the designated hotel(s) for the entire duration of the tournament. Teams will divide the STP tournaments by alpha order of players on the team. For example: A-M will take the first STP, then N-Z will take the second STP and keep switching back and forth until all STP tournaments are completed.
4. Any individual violating this policy will be subject to a fine, payable to TJVBC, of not more than the cost of 1 hotel room at the designated hotel for the duration of the tournament.

Travel

Travel will be a standard aspect of our competitive season and Tallahassee Juniors has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience.

Local & Team Travel

We distinguish between travel to training, practice and local competition (“local travel”), and team travel involving a coordinated overnight stay (“team travel”).

Local Travel

Local travel occurs when Tallahassee Juniors Volleyball Club does not sponsor, coordinate, or arrange for travel. For local travel, athletes or their parents/guardians (for minor athletes) are responsible for making all travel arrangements. In these instances, it is the responsibility of the athlete or their parents/guardians (for minor athletes) to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver’s license, proper insurance, well maintained vehicle, and compliance with all state laws.

In an effort to minimize one-on-one interactions, Tallahassee Juniors Volleyball Club staff members, coaches and/or volunteers, who are not also acting as a parent, should not drive alone with an unrelated athlete and should only drive with at least two other athletes or another adult at all times, unless otherwise agreed to in writing by the athlete’s parent or guardian in advance of travel. In any case where a staff member and/or volunteer is involved in the athlete’s local travel, a parental release is required in advance. Efforts must be made to ensure that staff and/or volunteers are not alone with an athlete or participant, by, e.g., picking the athletes up in groups.

Coaches, staff members and volunteers who are also an athlete’s guardian may provide shared transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement.

Team Travel

Team travel is overnight travel that occurs when Tallahassee Juniors Volleyball Club sponsors, coordinates or arranges for travel so that our teams can compete locally, regionally, nationally or internationally. It is customary rule that no athlete will travel with a coach or club staff member. When only one athlete and one coach travel to a competition, the athlete must have his or her parents’ written permission in advance to travel alone with the coach.

For team travel, STP hotels will be booked in advance by Tallahassee Juniors Volleyball Club. Parents are responsible for making their own travel arrangements for hotel stays. The club will provide a host hotel, but there are no requirements outside of the STP requirement. Team Meetings do not occur in hotel rooms, and we will reserve a separate space for adults and athletes to socialize. We encourage family members who wish to stay in the team hotel to do so.

Travel Notification

Tallahassee Juniors Volleyball Club will provide reasonable advance notice before team travel. Notice will include the dates, location and duration of competition. Travel notice will also include designated team hotels for overnight stays as well as a contact person within Tallahassee Juniors Volleyball Club.



Tallahassee Juniors will post specific travel itineraries when they become available. These will include a more detailed, itinerary based on the team activities as well as contact information.

COACH AND STAFF RESPONSIBILITIES

During team travel, coaches and staff members will help athletes, fellow coaches and staff members adhere to policy guidelines.

When not practicing, training, competing, or preparing for competition, coaches and staff will monitor the activities of athletes, fellow coaches and staff during team travel. Coaches and staff will:

1. Prepare athletes for team travel and make athletes aware of all expectations. Supplemental information will be given to parents/guardians of athletes who are considered inexperienced travelers, new or relatively new to team travel, or who are under the age of 14
2. Familiarize themselves with all travel itineraries and schedules before the initiation of team travel
3. Conform to, and monitor for others' adherence to all policies during team travel
4. Help athletes be on time for all team commitments (as possible)
5. Assist with team travel logistical needs (as possible)
6. Support chaperones and/or participate in the monitoring of athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary
7. Ensure athletes are complying with hotel room restrictions based on policy requirements
8. Make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones
9. Not use drugs or alcohol or be under the influence of alcohol or drugs while performing their coaching duties
10. Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations
11. Notify parents before taking any disciplinary action against a minor athlete if the athlete is traveling without his or her parents.

CHAPERONE RESPONSIBILITIES

Chaperones accompany team travel to ensure that the athletes, coaches, staff, and volunteers adhere to the Tallahassee Juniors Volleyball Club policy guidelines. While these include the travel policy, it also includes all other relevant policies contained in the Tallahassee Juniors Parent Handbook.

If a chaperone has not undergone a criminal background check and Tallahassee Juniors awareness training, the chaperone will not be permitted to have any one-on-one interactions with athletes or other youth participants. If a chaperone has undergone a criminal background check and awareness training, he or she may have appropriate one-on-one interactions as outlined in the Tallahassee Juniors Parent Handbook.

Chaperones are under the same travel guidelines as coaches. If traveling with an athlete, parent permission is required.

Chaperones will monitor the activities of all coaches, staff members, volunteers and athletes during team travel. Specifically, chaperones will:

1. Familiarize themselves with all travel itineraries and schedules before team travel
2. Monitor for adherences to club policies during team travel
3. Encourage minor athletes to participate in regular, at least daily, scheduled communications with their parents/guardians
4. Help athletes be on time for all team commitments (as possible)

5. Assist coaches, staff and other volunteers with team travel logistical needs (as possible)
6. Monitor athletes for adherence to curfew restrictions set based on age and competition schedule as listed in travel itinerary
7. Ensure athletes comply with hotel room restrictions based on gender or age bracket requirements
8. Not use drugs or alcohol or be under the influence of alcohol or drugs while performing their chaperone duties
9. Make certain that athletes are not alone in a hotel room with any adult apart from a family member; this includes coaches, staff and chaperones
10. Immediately report any concerns about sexual or physical abuse, misconduct or policy violations to a club Administrator

Revised Aug. 25, 2021



USA VOLLEYBALL MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

Effective September 1, 2021

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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. Throughout this document the most commonly used terms 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 & 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)(2)(E). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted 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 & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

What is the MAAPP?

To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (MAAPP). The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic & Paralympic Movement. It has three primary components:

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

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Paralympic Sport Organizations (PSOs), Local Affiliated Organizations (LAOs), the U.S. Olympic

& 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 safety¹.

How Does the Center Ensure Compliance with the MAAPP?

¹ Saul, J., & Audage, N.C. (2007). [Preventing Child Sexual Abuse Within Youth-Servicing Organization: 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](#).

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 II. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can act in their respective programs for violations of the MAAPP by Adult Participants. 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.

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 can be sanctioned.

SCOPE

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

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), Local Affiliated Organizations (LAO), and Paralympic Sport Organizations (PSO) within the Olympic & 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 electronic communications with Minor Athletes that they coach.

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 (USAV) or Regional Volleyball Association (RVA).

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

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 USAV, RVAs or Clubs;
2. An employee or board member of USAV, RVAs or Club
3. Within the governance or disciplinary jurisdiction of USAV, RVAs, or Clubs
4. Authorized, approved, or appointed by USAV, RVAs, or clubs to have regular contact with or authority over Minor Athletes.²

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 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.

Does the MAAPP Have Any Exceptions?

Yes. The MAAPP was written with certain appropriate exceptions in mind. Exceptions are addressed in each policy and include:

²This 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.

1. A Close-in-Age Exception

This exception applies to certain policies and allows for 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 four years older 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

3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. The exception requires written consent of the Minor Athlete's parent/guardian at least annually.

Many of the exceptions require parent/guardian consent. The Center recommends parents take training on child abuse prevention before providing consent under these policies. The Center offers a free Parent Course at www.athletesafety.org.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic & Paralympic Movement who have (i) regular contact with Minor Athletes, (ii) authority over Minor Athletes, or (iii) are employees or board members of the USOPC, NGBs, PSOs, or LAOs, are required to take training. The specific training requirements can be found in Part I.

Please refer to Appendix I for a chart of USA Volleyball Adult Participant Categories that have Regular Contact with or Authority over minor athletes.

PART I 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* either through the Center’s online training or the Center’s approved, in-person 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 USAV, RVA or Club.
- b. Adult Participants who are medical providers required to take training under Section (a) can take the Health Professionals Course in lieu of the *SafeSport Trained Core*.

2. Timing of Training

Adult Participants must complete this training:

- a. Before regular contact with an amateur athlete who is a minor begins; **and**
- b. Within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy.

Athletes turning 18 during the season, whose teammates are minors, will be required to take “Core” SafeSport training upon turning 18-years-of-age. To avoid any disruption in play, an athlete may complete the training at age 17 given parental consent to do so. Once a player has turned 18, he or she will not be permitted to continue play until “Core” SafeSport training has been completed.

3. Refresher Training

The above listed Adult Participants must complete a refresher course on an annual basis, within 12 months after completing the *SafeSport Trained Core*. Every four years, Adult Participants will complete the *SafeSport Trained Core* training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport Trained Core* 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. USAV, RVA, or Clubs, on an annual basis, must offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.

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

C. Parent Training Must Be Offered

1. USAV, RVA, or Clubs, on an annual basis, must offer training to parents on the prevention and reporting of child abuse.
2. The Center offers a parent course, located at www.athletesafety.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 Minor Athletes, should take the Center's brief Volunteer Course (or *SafeSport Trained Core*) before engaging or interacting with any Minor Athlete(s).
2. USAV, RVA or Club may provide training *in addition to the SafeSport Trained Core*, although they cannot refer to this training as "SafeSport" training. **Training other than the SafeSport Trained Core 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

1. Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at exemptions@safesport.org.
2. The Center will work with USAV, RVAs or Clubs on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USAV, RVAs and Clubs must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

PART II

USA VOLLEYBALL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

All NGBs, PSOs, LAOs, and the USOPC (the “Organization”) must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. USA Volleyball Requirements for Education & Training

1. USAV must track whether Adult Participants under the organization’s jurisdiction complete the required training listed in Part I.
2. USA Volleyball must, on an annual basis, 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, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

B. Required Prevention Policies and Implementation

1. USAV, RVAs and Clubs must develop minor athlete abuse prevention policies that contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
 - a. One-on-one interactions
 - b. Meetings and training sessions
 - c. Athletic training modalities, massages, and rubdowns
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation
 - g. Lodging
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. USA Volleyball may choose to implement stricter standards than the model policies.

3. USAV must require RVAs and Clubs implement these policies within each Club.
4. USA Volleyball must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under the USA Volleyball's jurisdiction, USA Volleyball must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside USA Volleyball's sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under USA Volleyball's jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
5. USA Volleyball must have a reporting mechanism to accept reports that an Adult Participant is violating USA Volleyball's minor athlete abuse prevention policies. USA Volleyball 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. USAV may adopt the MAAPP as-is or adapt it to fit their needs. Regardless, each Organization must submit their policies to the Center at compliance@safesport.org for review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III become the default policy until the Center approves the policy.
2. USA Volleyball must require the RVAs and Clubs to incorporate the mandatory components of Part III. USAV may require that the RVA and Clubs implement USAV's policies, which may be more stringent than the policies in Part III.
3. USA Volleyball may, in its discretion, require its National Member Organizations (NMO) to implement these policies.

- An NGB that chooses to require its NMOs to implement the Education & Training Policy must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to ngbservices@safesport.org.
4. 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.

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.

ONE-ON-ONE INTERACTIONS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following one-on-one policy

A. Mandatory Components

1. Observable and Interruptible
 - a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
 - b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or
 - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Volleyball, the Region or Club receives parent/ guardian consent.

MEETINGS AND TRAINING SESSIONS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Meetings and Training Sessions Policy

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

2. Individual Training Sessions

a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:

- i. A Dual Relationship exists; or
- ii. The Close-in-Age Exception applies; or
- iii. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

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

c. Parents/guardians must be allowed to observe the individual training session.

3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers³)

If 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'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

³ Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages,

and Rubdowns” policy.

- c. USA Volleyball, the Region or Club is notified that the provider will be meeting with a Minor Athlete; and
- d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. USA Volleyball Recommended Requirements

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’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.

ATHLETIC TRAINING MODALITIES, MASSAGES, AND RUBDOWNS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Athletic Training Modalities, Massages, and Rubdown policy

A. Mandatory Components

1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- f. The provider must narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USAV, RVAs or Clubs, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. When possible, techniques should be used to reduce physical touch of the Minor Athlete.
- c. Only licensed providers can administer a massage, rubdown or athletic training modality.
- d. Coaches, regardless of whether they are licensed massage therapists, cannot massage Minor Athletes
- e. Minor Athletes or their parents/guardians can withdraw consent at any time.

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 an athletic training modality, massage, or rubdown.

LOCKER ROOMS AND CHANGING AREAS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Locker Rooms and Changing Areas policy

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all one-on-one 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, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

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 change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- 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.
- d. 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 the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

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

- i. Parent/legal guardian consent has been obtained; and
- ii. USA Volleyball, the Region or Club approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. 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 in subsection (1)(a)(iii) above.

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

- a. USA Volleyball, the Region or Club 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.
- b. USA Volleyball the Region or Club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.

ELECTRONIC COMMUNICATIONS⁴

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Electronic Communications policy

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 except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- 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.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- c. 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 another Adult Participant or the Minor Athletes' parents/guardians.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

⁴Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

4. Requests to discontinue

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

5. Hours

Electronic communications must 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.

6. Social Media Connections

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

TRANSPORTATION

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Transportation policy

A. Mandatory Components

1. Transportation

- a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA Volleyball, the Region, or Club at least annually.

2. Shared or Carpool Travel Arrangement

USA Volleyball mandates parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

LODGING

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Lodging policy

A. Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements

- a All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement;
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement; or
 - iii. The Minor Athlete needs a Personal Care Assistant, and:
 - (1) The Minor Athlete's parent/guardian has provided advance, written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- b Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If USA Volleyball, the Region or Club 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.

3. Additional Requirements for Lodging Authorized or Funded by USA Volleyball, RVAs or Clubs.

- a Adult Participants traveling with USA Volleyball, the Region or Club must agree to and sign USA Volleyball, the Region or Club's lodging policy at least annually.
- b Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training 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 education 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, RVAs or Clubs ;
- b. An employee or board member of USA Volleyball, RVAs or Clubs ;
- c. Within the governance or disciplinary jurisdiction of USA Volleyball, RVAs or Clubs ;
- d. Authorized, approved, or appointed by USA Volleyball, RVAs, or Clubs to have regular contact with or authority over Minor Athletes.⁵

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization 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, PSOs, 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 four 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 dual role or relationship with a Minor Athlete 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.

⁵This 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

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. LAOs of USA Volleyball include all 41 Regional Volleyball Association regions and all volleyball clubs that are a member of those regions.

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, an NGB, PSO, USOPC, or LAO.

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

National Governing Body (NGB): A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic 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 an athlete requiring 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.

Paralympic Sport Organization (PSO): an amateur sports organization recognized and certified as an NGB by the USOPC.

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

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.

APPENDIX I

CHART OF POSSIBLE ADULT PARTICIPANTS IN USAV:

Adult Participant	Regular Contact	Authority Over
USAV Staff/Interns	X	X
USAV Board Members		X
Region/Club Staff	X	X
Region/Club Board Members		X
Coaches	X	X
Officials	X	X
USAV Members 18 years or over on teams with Minors	X	
Chaperones	X	X
Club Administrators	X	X
Arbitrators	X	X
Medical Professionals	X	X
Athletic Trainers	X	X
Independent Contractors	X	

USAV Members 18 and over who are only participating in Opens (i.e., not also a club coach, chaperone, or board member) with no minor players are not required to take training.

Club Contact Information

Director: Latoya Washington
Email: coachlatoya@tallyvball.com
Phone: 850-228-8254

Treasurer: Susan Atwood
Email: accounting @tallyvball.com

Webmaster: Latoya Washington
Email: coachlatoya@tallyvball.com

Recruiting:
Angie Strickland, leonvolleyball@gmail.com

Mailing Address: **Tallahassee Jrs Volleyball Club**
510 Beverly Street
Tallahassee, FL 32301

Physical Address: **Tallahassee Jrs Volleyball Club**
2830 Industrial Plaza Drive
Tallahassee, FL 32301



Tallahassee Jrs Volleyball Club Player/Parent Handbook Agreement

I, _____, have read, understand, and agree to the policies, procedures and obligations set forth in the Tallahassee Jrs Volleyball Club **Player/Parent Handbook**. As evidence by my signature, I certify that I have read and understand all the foregoing and consent to abide by the rules as set forth herein.

In addition, I certify that as Parent or Guardian of this player, I have explained to them the aforementioned stipulated conditions and their ramifications, and I consent to their participation in the programs conducted under Tallahassee Jrs Volleyball Club in which they are a member. I agree to pay the fees set forth by the Tallahassee Jrs Volleyball Club, allowing them to participate in the program. I understand that there are no refunds.

By signing a commitment to participate with Tallahassee Jrs for any season, you are agreeing to commit to participating for that entire season and the ENTIRE season's fees. It is extremely detrimental to the team when a player/parent decides to leave at any time before the season ends. Further, it is unfair to any athletes and their families that may have been cut from the team that could have and would have stayed the entire season.

For this reason, any committed player who chooses to withdraw from Tallahassee Jrs Volleyball Club after tryouts will not receive a refund for any fees already paid. In addition, any outstanding balances, including, but not limited to, the balance of the player's season fees that remain will still be the responsibility of said player and/or their families.

Players will also not be released to play for any other Club or team before all outstanding balances are paid in full. The Contract Fee for this season will be based on which team your player is offered a position.

If player is in good standing with the club, then Tallahassee Jrs will release the player from the club. I understand the FINAL determination to release a player will be made by the Club Director.

Player Name

Parent Name

Parent Signature

Date