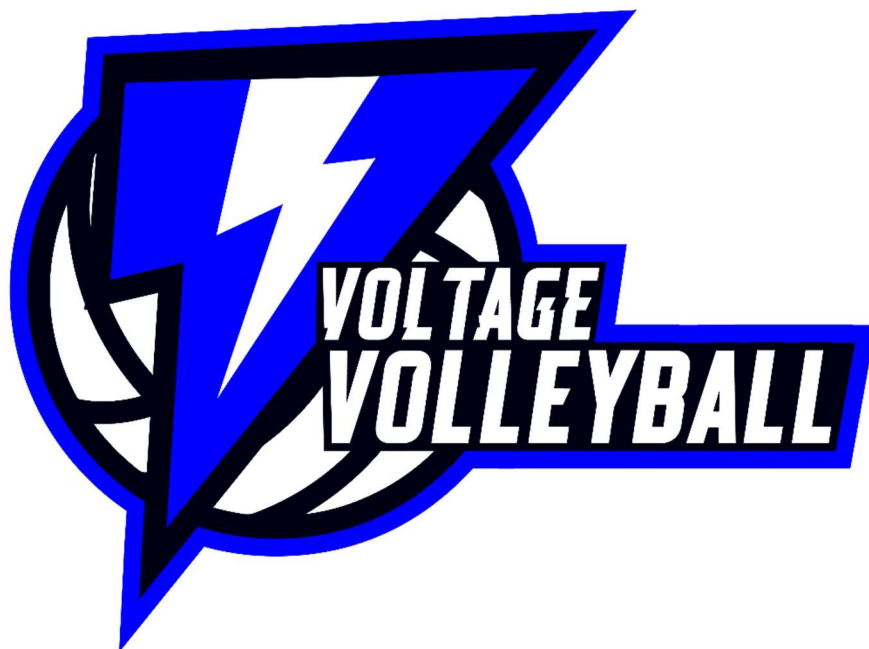




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2024 – 2025 Handbook



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Mission Statement

Our mission at Voltage Volleyball is to provide an opportunity for kids, at all levels, to develop an appreciation and understanding of the sport of volleyball. Our team of coaches and trainers strive to provide a positive atmosphere that encourages players to expand their skill and level of play through dedication, teamwork, commitment, and sportsmanship in a competitive and family-oriented environment.

Financial Agreement

Club fees may be paid in full or on a monthly payment schedule. There are no refunds for the deposit. Failure to pay club fees, including the deposit, will result in suspension and/or immediate removal from the team. Club fees are due in accordance with the agreed upon payment schedule upon player acceptance to a team or having signed the player commitment form. Past due payments (payments more than 10 days late from due date) will incur a \$30 late fee and if payments become more than 45 days late, may be referred to a collection agency. All fees associated with collection attempts will be the responsibility of the parent.

Refund Policy

Voltage Volleyball offers all-inclusive fees that provide the necessary funds for each team to compete for the entire season. Club fees are determined by several factors, including, but not limited to, the level of the team, the uniform and apparel package, quantity, type, and travel requirements for tournaments, and the amount of on-the-court practice time. The fees also include funds to pay the fixed costs to run the Club, including, but not limited to, facility rental costs and maintenance, club insurance, equipment, USA Volleyball, AAU, and other registrations and sanction fees, payments for team coaching, coaches training and certifications, staff salaries, administrative expenses, technology, taxes, and other business expenses.

When you accept an offer to participate, you accept the financial obligations for the entire club fee for that season. No refunds, partial or full, will be made to those who choose not to participate or quit, or is removed for a policy violation, at any point after acceptance of the club contract and all future payments and payment plans become due and payable within 15 days.

Prorated refunds may be considered at the discretion of the Club due to the cancellation of a season as a result of a government mandate and/or actions of applicable volleyball sanctioning associations, such as the Florida Region of USA Volleyball and USA Volleyball. Refund amounts due to the cancellation of a season will be estimated based upon an approximation of unused non-fixed costs associated with, and refunds received by the club as a result of, the cancellation of the season that are directly associated with the player and their team. Prorated refunds may consider the number of team practices and tournaments cancelled. At the discretion of the Club, refunds may be provided through credits for future club fees and/or training sessions, camps, and clinics.

Voltage Volleyball reserves the right to waive this Refund Policy at its sole discretion at any time. Such waiver shall generally be in response to extenuating or highly unusual circumstances, and in no event shall the Club be obligated to waive this Refund Policy.



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Team Levels

To meet the needs of our athletes and the varying level of athleticism and commitment, Voltage Volleyball will be offering several team levels within our organization. We will offer teams based on age, commitment level, and travel. While our training focuses on athletes playing at the collegiate level, we want to share our love of volleyball with all interested players from beginner to elite athletes.

Girls Aspire Teams

The Aspire program is designed as a developmental program for players who may have an interest in playing volleyball at a higher level, but may not be ready for the intense commitment of our Elite program. The members of our Aspire teams will compete against teams at AAU and Regional events located within a reasonable driving distance of Lake County. Aspire teams will practice two (2) times a week for 1.5 hours per practice. The Aspire season is a 6-month season starting in November with 7-9 tournaments; approximately two tournaments per month starting in January. As a developmental team, coaches will make sure all players will have some playtime within their specific position during tournaments. Although playtime is never guaranteed, Aspire team members will be given opportunities to play in most matches. Coaches may, at their discretion, limit some playtime during competitive matches or bracket play. Each team will have a Head Coach and may have an Assistant Coach based on the number of players on the team. Aspire teams will have the option to go to the AAU Nationals tournament in Orlando in June for an additional fee.

Girls Elite Teams

The Elite Team program is for the athlete who has a strong desire to play extremely competitive volleyball. The athlete must be fully committed to making volleyball a number one priority over other activities and must be willing to make the sacrifices necessary for her progress and that of the team. The members of our Elite teams will travel throughout the state of Florida to compete against the best teams in the state. The players on these teams must have the athleticism and skills required to compete with the strongest volleyball prospects. Elite team practices will be 2 practices (2 hours each) per week. The Elite season is a 6-month season starting in November and ending in April. Elite teams will compete in 7-8 multi-day tournaments. Each team will have a Head Coach and Assistant Coach. There is no guarantee of playing time; Elite teams are very competitive and playtime will be based on putting the team in the best position to win. Elite teams will have the option to go to the AAU Nationals tournament in Orlando in June for an additional fee.

Boys Elite Teams

The Elite program is for the athlete who has a strong desire to play extremely competitive volleyball. The athlete must be fully committed to making volleyball a number one priority over other activities and must be willing to make the sacrifices necessary for her progress and that of the team. The members of our Elite teams will travel throughout the state of Florida to compete against the best teams in the state. The players on these teams must have the athleticism and skills required to compete with the strongest volleyball prospects. Elite team practices will either be 2 practices (2 hours each) per week. The Elite season is a 7-month season running September-January and then May-June. There is a break from February – April for boys high school season. Elite teams will compete in two (2) USAV Tournaments (1 Qualifier), three (3) AAU Tournaments, and one (1) AAU Nationals Tournament. Each



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team will have a Head Coach and Assistant Coach. There is no guarantee of playing time; Elite teams are very competitive and playtime will be based on putting the team in the best position to win.

Rules and Regulations

Discipline and Respect

Athletes are expected to treat coaches, staff, parents, players, tournament staff, opponents, officials, and all adults with exceptional courtesy and respect at all times. We ask that our coaches set a high standard for behavior at all times. When we enter a facility, we want to be recognized as a respectful and disciplined group. Any type of physical or verbal abuse is unacceptable. As a club we make every effort to make sure everyone has the ability to enjoy this sport in a safe, non-threatening environment. Athletes that disobey either Voltage Volleyball rules, AAU rules, or USAV rules, may be disciplined or expelled from our club. In addition to this handbook, you also agree to follow any code of conduct policies from AAU and/or USAV Associations as you are also members. Athletes found to be in possession of alcohol, tobacco, or illegal drugs at any practice facility, tournament facility, or sanctioned event will be immediately expelled from the club. If an athlete is expelled, there will be no refund of dues collected and all future payments and payment plans become due and payable within 15 days. We want the players, parents, and coaches to be proud of our organization. Demonstrating discipline and respect for others is a great way to present ourselves as respectable athletes.

Attendance Policy

- Practices are mandatory for all players unless pre-arranged with the team's head coach.
- You must arrive at the practice facility at least 15 minutes prior to the start of your practice. This will allow you to perform any pre-practice duties and warm-ups, so you can walk onto the court at your scheduled time ready to go. It is disrespectful to your team and your coach to arrive late, so plan your travel time accordingly.
- We ask that players remove potentially dangerous jewelry for safety reasons (long necklaces, hoop earrings, etc.).
- All players need to have cell phones put away for the entirety of the practice.
- It is the responsibility of the athlete or parent to notify the coach of any scheduled team event that the athlete will be missing with at least one week notice for practices and two weeks' notice for tournaments.
- When an athlete has six (6) absences during the season, the Coach and Director will conduct a review to determine if that athlete should remain with the team and could be moved to a different team.
- All absences from practices will be evaluated on a case-by-case basis. Attendance at practices and tournaments may affect playing time.
- Tournament attendance is mandatory unless pre-arranged.
- Transportation to practices and tournaments will be the responsibility of the parents or players.



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Tournament General Policies

- Athletes are expected to arrive one hour before their playing or work time. Coaches reserve the right to require athletes to arrive earlier. The coach will communicate that to athletes and parents with sufficient notice.
- Parents and players will be notified of wave/play assignments as soon as the information is available. Typically this information is provided 1 – 2 days before a tournament.
- All athletes are required to wear matching uniforms (except the libero jersey) and warm-up gear when on the court. Travel to tournaments with all jerseys and be sure to take care of your uniform.
- While at tournaments and other events, athletes are expected to stay together as a group and be prepared to play or perform officiating duties at a moment's notice.
- Where applicable, all athletes must complete appropriate online USAV training at the beginning of each season so that each athlete will be trained to help referee the games.
- All players must remain with their team during work assignments. This includes final match work assignments on the last day of a tournament.
- All players must participate in work assignments and participate on an equal basis.
- Unless rules prohibit, all team captains and coaches will shake hands with the R1 (up ref) and opposing team after a match completes, regardless of win or lose.

Tournament Playing Time Guidelines

The following guidelines are intended to allow families to read, acknowledge and appreciate the complexities of playing time and what development means at the club volleyball level. These guidelines are intended to assist families in making sure they recognize that playing time is not guaranteed and that talking to a coach about your child's playing time is NOT the best way to handle the situation. We want your experience with our club to be positive. The best way to ensure that we meet our club's objective is by all parties working toward the same goal of:

- players improving over time
- producing winning attitudes
- encouraging winning team dynamics
- allowing players to take responsibility for their own improvement

Playing time is not guaranteed. Our club fee structure is established to provide a learning experience for your player along with many other benefits (instruction at practice, uniforms, court time, etc.). At tournaments please understand that coaches will do their best to distribute playing time. However, our main focus is team success, not individual playing time. Playing time at National and Regional Qualifiers will most likely be geared toward the best line-up. Skill development is guaranteed through practices, not during tournaments.

If there is a concern, athletes (not parents) are encouraged to discuss playing time directly with the coach. Self-advocating and understanding what they can do to improve their performance and skills to



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give them more game time is a positive first step in achieving that goal. We believe this can be a very healthy experience for the player to receive feedback from the coach (as well as a learning experience for the player to discuss improvement opportunities). If there is a conflict that needs to be resolved, the steps will follow our dispute/grievance procedure.

Travel Policies and Rules

All travel and hotel expenses are in addition to the Club Fees. Transportation to tournaments will be the responsibility of the parent(s) or players (if the player is of driving age). Voltage Volleyball may travel to tournaments that have a "Stay and Play" Policy. Stay and Play tournaments require ALL athletes on the team roster to stay at hotels designated by the event. At these events, all Voltage Volleyball athletes must stay at these designated hotels. Exceptions may be made on a case-by-case basis.

Voltage Volleyball will provide the designated hotel for the overnight stay and a link to reserve the hotel. It is the responsibility of the athlete's parents to make the reservation before any reservation deadline.

While in hotels, athletes are to conduct themselves in accordance with hotel policies.

Athlete Code of Conduct

- Athletes are expected to be committed to the program and respectful of their coaches and teammates.
- Athletes are responsible for notifying coaches of an absence.
- Athletes are "Student Athletes" and should make academics and studying a priority before sports.
- No athlete, parent, or coach shall make any disparaging remark or gesture toward another player, team, coach, or official.
- Athletes are responsible for leaving all practice and playing facilities clean.
- Athletes are responsible for leaving all hotel rooms clean and for their behavior while in the hotel. Any damage to hotel property will be charged to all athletes responsible on an equal basis unless the athlete reports the party responsible for the damage prior to departure.

Parent Code of Conduct

As a parent, you pledge to abide by the following code of conduct:

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.
- I will not make any disparaging remarks at any teammate, opposing team athlete, coaches, officials, work team, or employees of any sporting event in which I attend.
- I will place the emotional and physical well-being of my child ahead of a personal desire to win.



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- I will insist that my child play in a safe and healthy environment.
- I will support coaches and officials working with my child, in order to encourage a positive and enjoyable experience for all.
- I will demand a sports environment for my child that is free of drugs, tobacco, and alcohol, and will refrain from their use at all youth sports events.
- I will ask my child to treat other players, coaches, fans, and officials with respect, regardless of race, sex, creed, or ability.
- I will promise to help my child enjoy the youth sports experience by doing whatever I can do, such as being a respectful fan or providing transportation.
- I will require that my child's coach be trained in the responsibilities of being a youth sports coach, and that the coach hold up the Coaches' Code of Ethics.

Dispute/Grievance Procedure

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

1. 24-hour rule: If the athlete or parent has a concern arising from a tournament or practice that needs to be addressed, they must wait at least 24 hours after the conclusion of the event to discuss the issue with the head coach. We trust that parents will be timely in communicating with coaches regarding potential issues that would distract that coach from their primary objective of coaching the team.
2. Don't approach the coach immediately prior to the start of practice, the coach must focus on the athletes' and the training required during practice.
3. The athlete must first ask for a meeting with the coach to discuss the issue at hand. In the case of players on 13's or younger teams, the parents may request the meeting, in which the athlete, parent and coach must be present.
4. If the issue is unresolved, the parents may ask for a meeting between themselves, the athlete, and the coach to discuss the issue. The meeting should take place at a location considered adequate for a private discussion agreed upon by both the parent and coach – NOT at a tournament and/or practice.
5. If the issue is unresolved, the parent may ask for a meeting with the club director, the head coach, and the athlete. The meeting should take place at a location considered adequate for private discussion, agreed upon by the parent, coach, and director and during a scheduled time away from practice or a tournament is appropriate. The decision of the club director at this point is FINAL.

It is essential that our parents serve as a support system for our club, players and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict



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creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.

Athlete/Parent Commitment

Voltage Volleyball is dedicated to fostering the values that support our core culture:

1. We are a club family and we exhibit care, concern, respect, and support for each athlete and their parent(s).
2. We exhibit a high level of sportsmanship on and off the court.
3. We realize and encourage the value of being the best teammate on and off the court.
4. We understand that items (1) and (2) take precedence over winning.
5. We exhibit pursuit of excellence both on and off the court.

For us to continue to adhere to these values, it is important, that EVERYONE involved, commits to these values and understand the level of commitment for the team for which the Athlete is committed too.

Dues/Fees

1. Your dues cover Voltage Volleyball expenses for practices, training development, facility, equipment, coaches' compensation, tournament entry fees, and uniform fees (the "Club Fees"). Though these Club Fees are billed over a span of several months per the selected payment schedule, EXECUTION OF THIS DOCUMENT OBLIGATES THE PARENT FOR THE FULL AMOUNT OF VOLTAGE VOLLEYBALL CLUB FEE IRRESPECTIVE OF WHATEVER REASON THE ATHLETE DOES NOT COMPLETE THE SEASON WITH VOLTAGE VOLLEYBALL.
2. Club Fees are NON-REFUNDABLE.
3. There will be NO pro-rated or reduced Club Fees due to the athlete not being able to participate due to injury or leaving the team for any reason other than that approved by the Director.
4. AN ATHLETE WILL NOT BE ALLOWED TO PARTICIPATE IN PRACTICES OR TOURNAMENTS UNTIL FEES ARE PAID AS PER THE CONTRACT INCLUDING ALL PAST DUE FEES. LATE PAYMENT IS CONSIDERED THE 10TH OF EACH MONTH.
5. If a Parent/Athletes' account becomes delinquent, a \$30 late fee will be assessed.
6. In the event a Parent removes an Athlete from Voltage Volleyball all outstanding Club Dues must be paid within ten (10) business days. Thereafter late fees and 18% interest charge will commence. Voltage Volleyball reserves the right to pursue any Parent through legal proceedings and/or collection services for non-payment of their ATHLETE's Club Dues or any associated fee owed to Voltage Volleyball. Such action may result in adverse effects on the Parent's credit scores and/or credit history. In addition, any expenses relating to the collection of unpaid fees Voltage Volleyball will be included.
7. If the Team Qualifies for USAV Nationals (Elite teams only), the team and all athletes on the team are required to attend and there is an additional fee that will be required to extend the season. This fee will be calculated based on additional practice times, coach fees, entry fees, facility rentals, additional jerseys, and administration fees. The total of these fees will be calculated and divided equally for all participating players on the team.



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8. For players that want to extend their season to play at AAU Nationals and not already attending USAV Nationals, there is an additional fee to extend the season to pay for coaches, entry fees, and additional training (May – June). This fee will be calculated and a separate invoice will be sent to cover these fees to all participants.

Photo and Video Release

I grant to Voltage Volleyball, the right to take photographs and/or audio, and/or video of me and my family in connection with the volleyball events, such as camps, practices, and tournaments. I authorize Voltage Volleyball, its agents and assigns and transferees to copyright, use and publish the same in print and/or electronically. I agree that Voltage Volleyball may use such photographs of me with or without my name and for any lawful purpose, including publicity, illustration, advertising, media releases and web content.



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Club Release Policy

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

Release Policy:

STEP 1 - The athlete/family in question must submit a written request for release to the Club Director, **Thomas Wagenhauser, at the club's email address: info@voltagevb.com** and to the Florida Region at membership@FloridaVolleyball.org stating the reason for the request.

Club may deny request for release of the athlete.

STEP 2 – If club approves release of the athlete.

1. All financial obligations agreed upon contractually must be paid in full before the athlete is approved to be released.
2. Payment Option – Cashier's check or money order
3. Once payment is received by cashier's check or money order the club will send an email to the Florida Region at membership@floridavolleyball.org approving release of the named athlete.

The club may agree to waive the requirements above on a case-by-case basis.

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

Once an athlete has participated in a **National Qualifier Event (Regional or NQ)** they may not be released for the rest of the season to another club. Please refer to the USA Volleyball (USAV) Championship Manual on releases for athletes that participate in regional or national qualifying/bid events.

Parent Name (Print)

Parent Signature

Date



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Minor Athlete Abuse Prevention Policies (MAAP)

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies to satisfy these requirements, USA Volleyball provides these policies to USAV member clubs. Clubs may choose to implement stricter standards.

Required Policies:

- 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

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



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- 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



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- 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:
- If the door remains unlocked; and
 - 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.

- USA Volleyball, the Region or Club is notified that the provider will be meeting with a Minor Athlete; and
- 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, MESSAGES, AND RUBDOWNS

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

A. Mandatory Components

1. Athletic training modality, message, or rubdown

All In-Program athletic training modalities, messages, 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, message, 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 message, 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, messages, 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, messages, or rubdowns.
- b. When possible, techniques should be used to reduce physical touch of the Minor Athlete.
- c. Only licensed providers can administer a message, 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



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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.



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- 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.

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



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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.



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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), exceptif:
 - 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.



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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.

⁵ This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition



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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.



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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.