



Voltage Volleyball, LLC
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Voltage Volleyball 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 according to the agreed-upon payment schedule upon player acceptance to a team or upon signing the player commitment form. Past due payments (payments more than 10 days late from the due date) will incur a \$30 late fee, and if payments become more than 45 days late, they 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 the development of athletes playing at a higher level, we want to share our love of volleyball with all interested players from beginner to elite athletes.

[Girls White-Level Teams](#)

White (Regional-level) teams are designed as a developmental program for players who may be interested in playing volleyball at a higher level, but may not be ready for the intense commitment of one of our more elite team programs. The members of our white-level teams will compete against teams at Regional events within a reasonable driving distance of Lake County. Teams will practice two (2) times a week for 1.5 hours per practice. The season is 5 months, starting in December and ending in late April or early May. White teams will participate in 7-9 tournaments; approximately two monthly tournaments starting in January. Coaches will ensure all players have some playtime within their specific position(s) in most tournament matches. At their discretion, coaches may limit some playtime during competitive matches or bracket play. Each team will have a Head Coach and may have an Assistant Coach.

[Girls Blue-Level Teams](#)

Blue (Elite-level) teams are designed to be a competitive program for players interested in playing volleyball at a higher level. The members of our Blue teams will travel within the state of Florida to compete against competitive teams in AAU and USAV sanctioned events. Blue teams will practice two (2) times a week for 2 hours per practice. The season is 8 months, starting in November and ending in June. Blue teams will participate in 8-9 tournaments including AAU Junior Nationals in June. Each team will have a Head Coach and an Assistant Coach. Playing time is not guaranteed; Blue teams are competitive, and athletes must earn play time.

[Girls Black-Level Teams](#)

Black (National-level) teams are our most competitive program for players. Athletes must be fully committed to prioritizing volleyball over other activities and willing to make the sacrifices necessary for the team's progress. The players on these teams must have the athleticism and skills required to compete with the strongest volleyball prospects. Athletes on black-level teams will participate in AAU or USAV-sanctioned events and qualifiers throughout Florida and other US states. Black teams will practice at least two (2) times a week for 2 hours per practice. The season is 8 months, starting in November and ending in June, with either USAV Nationals (if the team earns a bid) or AAU Nationals. Black teams will participate in 8-9 multi-day tournaments. Each team will have a Head Coach and an Assistant Coach. Playing time is not guaranteed; Black teams are very competitive, and the athlete must earn play time.



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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 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 10 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.



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- 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.

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



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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 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.

Parent and Athlete Conduct Policy

Participation in Voltage Volleyball ("the Club") is voluntary and constitutes a privilege, not a right. All athletes and parents/guardians agree to abide by the policies set forth in this Handbook as a condition of participation.

The Club maintains a zero-tolerance approach to conduct that materially disrupts the team environment or undermines the Club's mission.

Required Conduct

Athletes and parents/guardians must:

- Treat all coaches, athletes, officials, and families with respect and professionalism at all times
- Support a positive, team-oriented environment
- Follow all Club policies, procedures, and communication protocols
- Accept coaching decisions, including but not limited to playing time, positions, and strategy
- Refrain from conduct that interferes with the operation of the team or Club

Prohibited Conduct

The following conduct is prohibited and may result in disciplinary action:

- Disrespectful, hostile, abusive, or confrontational behavior (verbal, written, or electronic)
- Conduct that is disruptive, divisive, or detrimental to team cohesion or Club operations



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- Repeated complaints or communications that are excessive, harassing, or undermine staff authority
- Attempting to influence or control coaching decisions or team management
- Public or private statements, posts, or communications (including on social media) that the Club determines, in its sole discretion, to be harmful, disparaging, or detrimental to the Club, its staff, or its athletes
- Sideline coaching or interference with practices, games, or tournaments
- Any conduct which, in the sole discretion of the Club, is deemed inconsistent with the Club's standards or best interests

Communication Protocol

To ensure consistency and professionalism, all families agree to adhere to the following communication procedures:

- **24-Hour Rule**
No parent/guardian or athlete shall initiate communication with a coach regarding concerns immediately following a practice or competition.
- **Initial Communication Requirement**
Concerns must be addressed respectfully with the coach at a mutually appropriate time or through scheduled communication.
- **Escalation Procedure**
If a concern remains unresolved, it must be submitted to the Club Director.
- **Binding Determination**
The Club Director's decision shall be final and binding.

Failure to follow these procedures may constitute a violation of this Handbook.

Parental Involvement and Access

The Club reserves the right, in its sole discretion, to regulate, limit, or restrict parent/guardian involvement where necessary to preserve a safe, productive, and positive environment.

Such restrictions may include, but are not limited to:

- Limiting communication to written correspondence only
- Requiring all communication to be directed through the Club Director
- Restricting or prohibiting attendance at practices
- Limiting sideline presence or interaction at competitions

Implementation of such restrictions does not require prior notice and shall not be subject to appeal.

The Club further reserves the right to limit or suspend an athlete's participation where parent/guardian conduct interferes with team operations or Club administration.



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Disciplinary Action, Suspension, and Dismissal

The Club reserves the right, in its sole and absolute discretion, to impose disciplinary action, including suspension or dismissal of any athlete and/or parent/guardian, for any violation of this Handbook or for any conduct deemed, in the sole discretion of the Club, to be disruptive, detrimental, or not in the best interests of the team or organization.

Grounds for disciplinary action include, but are not limited to:

- Violation of any policy, rule, or expectation outlined in this Handbook
- Conduct that is disruptive, harmful, or detrimental to the team environment or Club operations
- Failure to follow required communication protocols
- Repeated or unresolved conflicts involving parents, athletes, or staff
- Conduct by a parent/guardian that interferes with coaching, team dynamics, or Club administration

Immediate Dismissal

The Club reserves the right to immediately suspend or dismiss any athlete and/or parent/guardian, with or without prior notice or warning, if the Club determines, in its sole discretion, that such action is in the best interests of the team or organization.

Financial Responsibility Upon Suspension or Dismissal

By accepting a position within the Club, the athlete and parent/guardian acknowledge and agree that:

- All fees and payments are non-refundable under any circumstances, including voluntary withdrawal, suspension, or dismissal
- Any outstanding balance under the Club agreement shall become immediately due and payable upon suspension or dismissal
- The Club reserves all rights available under Florida law to pursue collection of unpaid balances

No Waiver

Failure of the Club to enforce any provision of this Handbook shall not be construed as a waiver of the Club's right to enforce such provision at any time. If any provision of this Handbook is found to be invalid or unenforceable under Florida law, the remaining provisions shall remain in full force and effect.

Final Authority

All decisions made by the Club Director or designated Club leadership regarding discipline, restrictions, or dismissal are final, binding, and not subject to appeal.

Club Culture and Continued Participation

Participation in Voltage Volleyball requires ongoing alignment with the Club's values, standards, and expectations.

The Club reserves the right, in its sole discretion, to determine whether an athlete or family remains a suitable fit for continued participation at any time.



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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.

Notwithstanding the above process, Voltage Volleyball reserves the right, in its sole and absolute discretion, to bypass or modify this procedure and take immediate disciplinary action, including suspension or dismissal, at any time.

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 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.



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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.
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



***USA*Volleyball**

MINOR ATHLETE ABUSE PREVENTION POLICIES (“MAAPP”)

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USA Volleyball: Minor Athlete Abuse Prevention Policies

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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. The most commonly used terms throughout this document are defined in the Terminology section in the back of this document.

AUTHORITY

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

What is MAAPP?

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

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

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

other individuals to whom these policies apply in meeting their obligations under federal law (*Note*: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety.¹

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part I. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned

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

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

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). Final Report.

Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

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

SCOPE

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

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

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

Who is a Minor Athlete?

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

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

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

Who is an Adult Participant?

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

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

What is In-Program Contact?

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

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

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

Am I required to take SafeSport Training?

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

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

PART I ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

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

A. Organizational Requirements for Education & Training

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

B. Required Prevention Policies and Implementation

1. USA Volleyball must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
 - a. Meetings
 - b. Individual training sessions
 - c. Therapeutic and Recovery Modalities and Manual Therapy
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation

g. Lodging and Residential Environments

2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Volleyball may choose to implement stricter standards than the model policies.
3. USA Volleyball must also require that its LAOs implement these policies within each LAO.
4. USA Volleyball and its LAOs must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, the Organization must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside USA Volleyball's and LAOs' sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
5. USA Volleyball and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating USA Volleyball's Minor Athlete Abuse Prevention Policies. The Organization must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

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

2. USA Volleyball must require their LAOs to incorporate the mandatory components of Part III. USA Volleyball may require that their LAOs implement USA Volleyball policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

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

PART II EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

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

2. Timing of Training

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

3. Refresher Training

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

B. Minor Athlete Training Must Be Offered

1. USA Volleyball, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.
2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USA Volleyball, every 12 months, must offer training to parents on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.
2. The Center offers a parent course, located at safesporttrained.org, that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport® Trained* Core Course) before engaging or interacting with any minor athlete(s).
2. USA Volleyball may provide training *in addition to* the *SafeSport® Trained* Core Course, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport Trained* Core Course or Refresher does not satisfy this policy.**
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

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

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Volleyball or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or by USA Volleyball in this category are considered indefinite. The Center will track all requests for exemptions upon notification from USA Volleyball.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Volleyball. USA Volleyball will determine whether to grant the exemption. If USA Volleyball grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership

status. USA Volleyball must preserve documentation that the exemption was granted and for what duration.

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

PART III REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

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

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

EXCEPTIONS

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

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

A. Mandatory Components

1. A Close-in-Age Exception

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

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

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

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

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

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

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

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

3. Exceptions for Dual Relationships

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

4. Emergency Exception

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

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

MEETINGS POLICY

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

A. Mandatory Components

1. Observable and Interruptible

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

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

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

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

B. Recommended Components

1. Parent Training

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

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

TRAINING SESSIONS POLICY

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

A. Mandatory Components

1. Observable and Interruptible

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

2. Consent

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

3. Parent Observation

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

B. Recommended Components

1. Monitoring

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

2. Parent Training

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

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES POLICY⁵

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

A. Mandatory Components

Note: Only the emergency exception applies within this policy.

1. Observable and Interruptible

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

2. Manual Therapy and Therapeutic and Recovery Modalities Requirements

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

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

3. Consent

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

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

- b. 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 a manual therapy, therapeutic modality, or recovery modality.

2. When possible, techniques should be used to reduce physical touch of Minor Athletes.
3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.
4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS POLICY

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

A. Mandatory Components

1. Observable and Interruptible

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

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

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete in a locker room or changing area.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- 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 its LAOs and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

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

- a. Parent/legal guardian consent has been obtained; and
- b. USA Volleyball and its Regions approves the specific instance of recording or photography; and

- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

4. Personal Care Assistants

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

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

- a. USA Volleyball and its LAOs must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction. USA Volleyball does not utilize changing rooms at its events. If USA Volleyball did utilize changing rooms, it would follow the above procedures.
- b. IF locker rooms, changing areas, or similar spaces are used at USA Volleyball events, USA Volleyball and its LAOs must monitor their use to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball and its Region's jurisdiction.

ELECTRONIC COMMUNICATIONS POLICY⁶

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

A. Mandatory Components

1. Open and Transparent

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

3. Content

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

4. Requests to Discontinue

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

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

B. Recommended Components

1. Hours

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

2. Social Media Connections

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

TRANSPORTATION POLICY

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

A. Mandatory Components

1. Observable and Interruptible

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

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

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

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

B. Recommended Components

1. Shared or Carpool Travel Arrangement

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

2. Parent Training

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

LODGING AND RESIDENTIAL ENVIRONMENTS POLICY

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

A. Mandatory Components

1. Observable and Interruptible

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

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

2. Hotel Rooms and Other Sleeping Arrangements

- a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists and the Minor Athlete's parent/guardian has provided USA Volleyball and its Regions or Adult Participant with advance, written consent for each specific lodging arrangement.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
- c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- d. Adult Participants without an exception and written parent/guardian consent as stated above are not permitted to stay overnight with Minor Athlete(s) in a communal lodging space such as an Airbnb, VRBO, HomeToGo, etc.

3. Monitoring or Room Checks During In-Program Travel

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

4. Additional Requirements for Lodging Authorized or Funded by the Organization Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over

Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part II, unless the Adult Participant meets the Close-in-Age exception.

B. Recommended Components

Parent Training

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

PART IV RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

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

B. Gifting

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

C. Photography/Video

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

TERMINOLOGY

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

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

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

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

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

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

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

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations,

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

award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

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

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

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

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

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

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

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

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

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

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

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.

***Independent Contractor positions not meeting the Regular Contact definition are not required to take training.**

Event vendors are not required to take training but are subject to the Required Prevention Policies.