

INVICTA ATHLETE CODE OF CONDUCT

Name: _____ Team: _____

At Invicta, we hold high standards because we believe athletics build strong teammates, leaders, and young adults. By signing below, I agree to represent Invicta with integrity, discipline, and respect.

Initial each line:

_____ I will treat teammates, coaches, officials, opponents, and spectators with respect while supporting and encouraging my teammates on and off the court.

_____ I will not bully, haze, gossip about, or negatively speak about teammates, coaches, or the club.

_____ I will not use tobacco, nicotine, vapes, alcohol, illegal drugs, or other prohibited substances.

_____ I will follow Invicta's Social Media Code of Conduct.

_____ I will attend and be on time practices, tournaments, Invicta Performance (IP), and team activities prepared, ready to contribute, and committed to improving as an athlete and teammate.

_____ I understand that each athlete receives **two free absences per season**. After those two absences have been used, each additional missed practice or Invicta Performance session will result in sitting one set during competition.

_____ I will not use my cell phone while at the tournament facility. During matches, officiating assignments, and team downtime, my phone will remain in my backpack. If I need to contact my parents, I will first receive permission from my coach.

_____ I will sit with my teammates during tournament downtime, not with my family. I will use this time to build relationships, strengthen team unity, and support my team.

_____ I understand that during travel tournaments, I am expected to arrive on time at the designated team meeting time and remain with my team during all scheduled activities and tournament hours until final team release. I may only leave with my parent(s) or guardian after being released by my coach.

_____ I will take responsibility for communicating directly with my coaches regarding questions, concerns, or support before my parent(s) or guardian contacts a coach on my behalf.

_____ I understand that participation on an Invicta team is a privilege. Coaches and directors reserve the right to enforce team standards and determine appropriate consequences when this code of conduct is not upheld.

Athlete Signature: _____

Date: _____

INVICTA PARENT CODE OF CONDUCT

Parent/Guardian Name: _____ Athlete Name: _____

By signing below, I agree to uphold the standards and expectations of Invicta Volleyball and support my athlete in doing the same. These expectations will be followed **at all times**.

• SUPPORT & RESPECT

I will cheer positively, support all athletes, and respect coaches, officials, and spectators. I will model good sportsmanship and represent my athlete and Invicta Volleyball in a positive manner.

• RESPONSIBILITY

I will ensure all family members and spectators attending with me follow this Code of Conduct. I will read and support the Athlete Code of Conduct and help my athlete meet those expectations.

• COMMUNICATION

I will wait 24 hours after the final day of a tournament before contacting coaches or staff regarding concerns. This allows time for emotions to settle and productive conversations to take place. Exceptions may be made if my athlete's safety is at risk.

• TRAVEL TOURNAMENT EXPECTATIONS

I understand and agree that I am responsible for getting my athlete to all games, meetings, and team functions on time. My athlete is expected to remain with the team during tournament hours and team scheduled activities and may only leave when released by a coach.

• SOCIAL MEDIA

I will use social media responsibly and positively. I will follow the Invicta Social Media Code of Conduct and support my athlete in doing the same.

• ABSENCES

I understand my athlete is allowed two (2) free absences during the season. After those absences have been used, each additional missed practice, this includes invicta performance, will result in my athlete sitting one set per missed practice.

• CELL PHONE POLICY

I understand my athlete's cell phone use may be restricted during tournament activities. Emergencies are always an exception. Invicta encourages athletes to be engaged with their team and use downtime to build relationships, strengthen team unity, and support one another.

Parent/Guardian Signature: _____

Date: _____

INVICTA VOLLEYBALL CLUB

COACH CODE OF CONDUCT

As an Invicta Volleyball Club coach, I understand that my responsibility is to develop athletes both on and off the court while representing the club with professionalism, integrity, and positivity.

I Will:

- **Support the Invicta Mission** by promoting discipline, respect, accountability, resiliency, honesty, trust, decisiveness, and unity.
- **Put Athlete Development First** by focusing on player and team improvement over wins, losses, or personal recognition.
- **Lead by Example** through professionalism, sportsmanship, positivity, and respect toward athletes, parents, coaches, officials, and opponents.
- **Coach with Purpose** by teaching volleyball according to Invicta standards, providing constructive feedback, and creating an environment where athletes can learn, compete, and grow.
- **Communicate Professionally** and address concerns respectfully through appropriate channels.
- **Promote a Positive Culture** by avoiding gossip, negativity, bullying, hazing, harassment, or any behavior that damages team culture or athlete well-being.
- **Be Present and Prepared** by arriving on time, engaged, and ready for all practices, tournaments, meetings, and club events.
- **Serve as a Mentor** by helping athletes build confidence, character, leadership, and life skills beyond volleyball.
- **Follow and Enforce Club Policies** while helping athletes uphold Invicta's standards and expectations.

Performance Incentives

I understand that opportunities for additional compensation may be available based on the consistent completion of coaching responsibilities and adherence to Invicta standards throughout the season. Incentives are awarded at the discretion of the Club Directors.

Accountability

I understand that coaches are expected to meet the standards and responsibilities outlined by Invicta Volleyball Club. Failure to consistently fulfill coaching duties, adhere to club expectations, or uphold Invicta standards may result in disciplinary action, including suspension, non-renewal of my coaching agreement, or termination.

Coach Name: _____

Signature: _____

Date: _____

