

Nassau Elite Volleyball Club



2025-2026

Player/Parent Handbook

MISSION

Our mission is to create a competitive, affordable volleyball environment that promotes excellent skill development, strong character, and mature leadership.

NASSAU ELITE VOLLEYBALL CLUB POLICIES

PLAYING TIME

Playing time is not guaranteed for any player at any level. However, our coaches are trained to be sensitive to the fact that parents have paid a significant amount of money to be a part of the team. Every effort will be made to give all girls playing time. However, during competitive matches, every girl may not get on the court. Decisions about playing time will be based on a club-wide standard of evaluating each player. That standard is attitude, effort and outcome.

Attitude: The attitude an athlete brings to each practice and each game. We look for attitudes that are positive, respectful, and encouraging. It is our desire that a player's attitude contributes to the overall unity of the team.

Effort: The effort put in by the athlete at each practice and each match. Full effort is expected at all times from every player.

Outcome: The outcome is how well the athlete is playing. The skill level is important when determining playing time, but as a determining factor, it is third in importance.

PARENT CONDUCT

NASSAU ELITE strives to create a positive, supportive, fun environment for both athletes and parents. To that end, we ask our parents to sign the Parent Code of Conduct that outlines some of our expectations. Our parent expectations:

1. To uphold the NASSAU ELITE club values of integrity, discipline, respect, commitment, and dedication as they relate to my child's team and coaches.
2. To do everything in my power to contribute to the positive atmosphere NASSAU ELITE desires to create on each team.
3. Not to engage in any type of unsportsmanlike conduct. I will not make any disparaging remarks about, or gesture toward a director, coach, player, team or official. This includes any online and/or social media activity that violates this policy.
4. To abide by NASSAU ELITE'S zero-tolerance policy for bullying and discrimination toward any director, coach, player or parent. This includes any online and/or social media activity that violates this policy.

5. To abide by NASSAU ELITE'S zero-tolerance policy for all forms of harassment toward officials and athlete referees. I understand that any violation of this policy will result in immediate loss of spectator privileges for the remainder of the tournament.
6. Understand that any behavior deemed to be detrimental to the club by NASSAU ELITE Volleyball Club directors are subject to disciplinary action and/or dismissal.
7. Understand that playing time is not guaranteed on any NASSAU ELITE team regardless of team level. I understand that NASSAU ELITE'S standard for determining playing time is based on the evaluation of each athlete's attitude, effort and outcome. I understand that playing time is ultimately determined at the discretion of the coach. If my child has an issue with her playing time, I will encourage her to speak to her coach directly and follow procedures for grievances described in the NASSAU ELITE handbook.
8. To defer to the coaching philosophy of NASSAU ELITE and my child's coach. I will not undermine the coach's decision making in practice plans, personnel assignment, skill development approach and/or coaching strategy.
9. In the event of a grievance with the coach's philosophy or decision making, not to approach the coach with this at a practice or tournament, but to adhere to the procedures for grievances described in the NASSAU ELITE handbook.
10. To leave all gymnasiums/spectator areas/dining areas clean upon exit.
11. Understand that the athlete is a member of NASSAU ELITE Volleyball Club for the entire club season unless a release is granted by a club director.
12. Understand that if I fail to abide by rules and guidelines above, I will be subject to disciplinary action or at-will removal from a team and/or NASSAU ELITE Volleyball Club without refund of club fees.

ATHLETE CONDUCT

As mentioned above, Nassau Elite Volleyball Club strives to create a positive, supportive, fun environment for both athletes and parents. To that end, we also ask our athletes to sign the Athlete Code of Conduct that outlines some of our expectations. Our athlete expectations:

1. To be committed to the program and uphold Nassau Elite Volleyball club values of integrity, discipline, respect, commitment, and dedication.
2. To be respectful of my coaches and teammates at all times.
3. To notify coaches of an absence from practice, team event, or tournament as soon as possible.
4. To notify the coaches of any known tournament conflict at the parent meeting before the season starts.

5. Understand that playing time is not guaranteed on any Nassau Elite Volleyball Club team, regardless of team level. Nassau Elite Volleyball Club' standard for determining playing time is based on the evaluation of each athlete's attitude, effort, and outcome. Understand that playing time is ultimately determined at the discretion of the coach. In the event of a grievance regarding playing time, to speak with the coach directly and adhere to the procedure for grievances described in the Nassau Elite Volleyball Club handbook.
6. Not to engage in any unsportsmanlike conduct. Not to make any disparaging remarks about, or gesture toward another player, team, coach, or official. This includes any online and/or social media activity that violates this policy.
7. To abide by Nassau Elite Volleyball Club' zero-tolerance policy for alcohol consumption, smoking, vaping, or drug abuse.
8. To abide by Nassau Elite Volleyball Club' zero-tolerance policy or bullying and discrimination. This includes any online and/or social media activity that violates this policy.
9. To abide by Nassau Elite Volleyball Club' zero-tolerance policy for all forms of harassment toward officials and athlete referees.
10. Understand that any behavior deemed detrimental to the club by Nassau Elite Volleyball Club directors is subject to disciplinary action and/or dismissal.
11. To leave all gymnasiums/spectator areas/dining areas clean upon my exit.
12. Understand that you are a member of Nassau Elite Volleyball Club Volleyball Club for the entire club season unless a release is granted by the club director.
13. Understand that if I fail to abide by the rules and regulations above, I will be subject to disciplinary action or at-will removal from a team and/or Nassau Elite Volleyball Club.

SOCIAL MEDIA POLICY

All members of Nassau Elite Volleyball Club are responsible for what is posted on their social media accounts. Negative or hurtful comments about other club members on social media will not be tolerated. This includes private messages, private stories, subtle messages, or any other type of social media bullying. Other players that comment on these posts are also subject to discipline. These types of posts always get back to others and cause problems within the club. Discipline for offenders could include, but is not limited to, suspension or removal from the club, depending on the severity and the frequency of the posts. Any violation of this policy should be immediately reported and will be subject to discipline by the club directors of Nassau Elite Volleyball Club.

PRACTICES

Nassau Elite Volleyball Club has a “Closed” gym policy for practices. No spectators are allowed to observe practices. NEVC finds players to become distracted and unable to focus by additional instructions from parents

MATCHES

Parents are encouraged to show self-control in all situations. The utmost respect should be given to referees and line judges and every competition. Please remember that line judges are usually kids, just like yours, doing the best they can. If you have ever seen parents yelling at your child over a call that they disagree with, you know how badly that can make your child feel. Nassau Elite families will be held to a high standard of behavior in all situations. Parents lead by example. If we as adults want our kids to show self-control and respect, we must model that as well.

DISPUTES/GRIEVANCE

It Nassau Elite Volleyball Club, we recognize the vital role that parents play in supporting our athletes and fostering a positive team environment. We encourage open communication and welcome both positive and constructive feedback. To ensure respectful and effective resolution of any issues that may arise during the season, we ask that all concerns follow the structured process outlined below.

PROCEDURE FOR ADDRESSING CONCERNS

1. 24-Hour Rule

Any concern arising from a practice or tournament must be addressed after a minimum of 24 hours has passed from the conclusion of the event. This allows time for emotions to settle and supports productive conversations. We ask that parents contact the coach in a timely manner, outside of emotionally charged moments.

2. No Disruptions Before Practice

Parents should not approach coaches immediately before a practice session. Coaches need time to focus on their training plans and to prepare athletes for a productive and safe practice.

3. Athlete-Initiated Discussion

Athletes are encouraged to take responsibility by requesting a meeting with their coach to discuss concerns directly.

- For players on 13U and younger teams, a parent may request the meeting.
- In these cases, the athlete, parent, and coach must all be present.

4. Parent-Coach Meeting (If Unresolved)

If the issue remains unresolved after the athlete-coach discussion, the parent may request a meeting involving the parent, athlete, and coach.

- This meeting should take place in a private setting agreed upon by both parties.

- Meetings should not be held during or immediately after practices or tournaments

5. Director Involvement (Final Step)

If the concern is still unresolved, the parent may request a meeting involving the club director (Damon Gordon), the head coach, and the athlete.

- The meeting will be scheduled at a mutually agreed upon time and location outside of practice or tournament hours.
- The club director's decision will be final.

CHAIN OF COMMUNICATION FOR CONFLICT RESOLUTION

If you have concerns about your child's role on a team, or any other matter relating to the team, we encourage you to follow the following steps:

- The athlete should first speak to the coach directly.
- The next step is for the parents to speak with the coach, in the presence of the athlete.
- If the matter remains unresolved or if the parent has a reasonable concern that speaking with the coach will not resolve the matter, they should speak with a Nassau Elite Volleyball Club Director by making an appointment by email:
damonegordon@aol.com
gordonhu1997@gmail.com

REFUND POLICY

2025-26 Season Membership Fee and Payment Obligations:

- The season membership fee (the "Fee") represents the cost of participation in the Club's program. Agreement to these terms and acceptance of a roster spot constitutes a binding commitment to pay the full Fee.
- The Fee represents the cost of a 'program', and all Fees are due upon agreement to the terms contained herein. Agreement to these terms means you as parent/ guardian and the Athlete have become a member of the Club.
 - o Failure to meet financial commitments when due may result in suspension of the Athlete's participation, and continued non-payment may result in removal from the program and acceleration of remaining amounts owed.
- It is not possible to predict Athlete injury or illness and costs to run the program will remain the same for the Club regardless of participation. Therefore, the Club does not offer prorated Fees, refunds, or credits for missed practices, games, or other events, including absences due to injury, illness, or any other reason.
- Account fees that are seven (7) days or more past due may result in the Athlete's participation being suspended until the account is either back in good standing or paid in full. Failure to make timely payments may result in further action being taken by the Club, including acceleration of all future payments due.
 - o Participation by Athlete may resume upon account being made current.
- There are absolutely no refunds for an Athlete who for any reason leaves

the Club during the 2025-26 Season, this includes due to injury or illness.

- o Roster spots are limited, and accepting a position prevents another Athlete from participating.
- o The Club incurs fixed, non-refundable costs, including facility rental, coaching compensation, and tournament entry fees, and equipment which cannot otherwise be recovered.
- No release (e.g., to another team or regional governing body such as USAV) will be granted until all Fees and outstanding financial obligations are paid in full.
- Athlete is expected to attend all practices and tournaments. Failure to do so without prior notice and valid grounds may result in disciplinary action, except in the case of a bona fide emergency or other unforeseeable circumstance beyond the Athlete's control, in which case notice must be provided as soon as reasonably practicable.

Payment Method:

All payments are to be arranged online through the NassauElite.com website using a valid credit card or check, Check not submitted online must be payable to Nassau Elite Volleyball Club or Venmo @NEVC1234. Should an alternative arrangement be required in making payments or the need arises to change payment information, please contact the Club as soon as feasible to avoid any disruption.

Please contact the Club with any questions regarding Athlete's financial commitment outlined in this Financial Agreement for the 2025-26 Season.

CLUB RELEASE POLICY

If an athlete/family decides to depart Nassau Elite 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 a Club Director, Damon Gordon or Hunter Gordon at damonegordon@aol.com or gordonhu1997@gmail.com and to the Florida Region at membership@FloridaVolleyball.org stating the reason for the request. Club reserves the right to deny a request for release of the athlete.

STEP 2 – If the 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 – Check or Credit Card
3. Once payment is received by Check or Credit Card 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.

COSTS AND PAYMENTS POLICY

Costs vary for each team according to schedule and team level.

Our payment policy is as follows:

- \$500 deposit due upon team commitment.
- Payment plan to be paid in equal payments on the first of each month beginning September 2025.
 - Locals: Six equal payments. September - February
 - Regional Teams: Seven equal payments. September – March

STAY AND PLAY AGREEMENT

USAV has designated their tournaments as Stay and Play Events. USA Volleyball implemented the Stay and Play policy; it is not a Nassau Elite Volleyball Club policy. This is a policy that requires all teams and attendees to make their hotel reservation through approved housing services for a pre-determined number of rooms and nights. If Nassau Elite Volleyball Club does not book the appropriate number of contracted rooms for the number of contracted nights, our teams will be disqualified from the tournament. Minimum hotel nights are not dependent on your personal wave times for a tournament. Hotel rooms may not be cancelled due to release of PM wave schedule. Late cancellations negatively affect our total nights for a tournament and endanger tournament status. When there is a minimum night requirement, you **MUST** check in on the first night of your reservation. Even if you do not intend to use the room the first night (in the event you have PM wave on the first day of tournament and you don't want to go until the day of the tournament), you still must check in to your room online or contact the hotel to inform them of your arrival plans. If you do not check in on the first night of the reservation, your room may be canceled for the entire weekend without refund. Not only will you be left without accommodations for the tournament, but the club will also be at risk forfeiting under our room minimum for the tournament. USAV works with the contracted housing partner to see that the policy is enforced. When teams are notified of non-compliance with the Stay and Play policy, it is at USAV's request. This is why it is imperative that all parents understand the importance of this policy and the consequences of non-compliance. Stay and Play tournaments have benefits for our club and families. Some of these benefits include:

- Better comp policies for the teams
- Guaranteed lowest group rates
- Clubs and multiple teams can be lodged together in the same hotel
- Guaranteed room type
- Tournament cancellation insurance

Stay and Play Policies:

1. Once booked, rooms must not be cancelled without permission of the club administrator or club director.
2. If you fail to check into your room on the first night of the reservation, your room can be cancelled for the remaining nights on the reservation. You must check into the hotel on the first night, or notify the hotel directly that you will not be arriving on the first night so they will hold your reservation.

3. Rooms may not be cancelled due to wave time release if there is an applicable room night minimum.
4. Requests for room exceptions must be received by the club administrator by October 1, 2025, and cannot be guaranteed.
5. ALL exemption requests will be made emailed to damonegordon@aol.com or gordonhu1997@gmail.com . Any requests submitted by any other method or via personal channels will not be considered.
6. Special requests and accommodations outside of emailing the Directors will not be granted. It is not acceptable to reach out via personal channels to the housing company or our staff regarding your accommodation request.

Nassau Elite Volleyball Club

Parent/Player Handbook Acknowledgment and Signature Page

Date: _____

We, the undersigned parent(s)/guardian(s) of _____, have read the Nassau Elite Volleyball Club (NEVC) Handbook and understand the policies, practices, and expectations outlined therein. We acknowledge the time commitment required for practices and competitions, and we agree to support our child's participation in NEVC Volleyball.

We have reviewed the fee schedule and agree to fulfill all financial obligations regardless of the duration of participation. We understand that once registered and having participated with NEVC Volleyball, the athlete is ineligible to transfer to another club and compete in USAV regional or AAU/JVA regional events or national championships.

I, _____, the athlete, have read the Nassau Elite Volleyball Club Handbook and agree to abide by the policies and expectations set forth. I understand the commitment I am making to NEVC Volleyball and acknowledge that failure to comply with these policies may result in restricted playing time or other consequences as determined by the coaching staff.

By signing below, we confirm that we have read, understood, and agree to abide by the rules, guidelines, and policies of the Nassau Elite Volleyball Club Handbook. We understand that our signatures are required for participation and to ensure a successful and enjoyable season.

We are aware of the Nassau Elite Volleyball Club payment schedule. An initial deposit of \$500.00 is due upon acceptance of a team position. The remaining balance may be paid in full or in equal monthly installments due by the 1st of each month until paid in full. Details are available at www.nassauelite.com.

Should any player/family fail to comply with the financial agreement, NEVC reserves the right to pursue outstanding fees through collection services or legal proceedings. Any additional expenses incurred through such efforts will be added to the original delinquent amount.

Parent or Guardian's Signature: _____ Date: _____

Parent or Guardian's Name (Please Print): _____ Date: _____

Player's Signature: _____ Date: _____

Player's Name (Please Print): _____ Date: _____



MINOR ATHLETE ABUSE PREVENTION POLICIES (“MAAPP”)

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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.