

NASSAU ELITE VOLLEYBALL CLUB



**HANDBOOK
2020-2021**

Grievance Policy

Knowing when to communicate and how to communicate with your athlete's coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time. Nassau Elite Volleyball Club will always try to encourage the athlete to talk to the coach when they have a problem with their playing time.

If the athlete is unsure or unclear about what the coach expects from them, either in practice or in competition, the appropriate action is for the athlete to communicate with the coach as to what they need to do to get more opportunities to play in matches or at another position. When the parents have a problem that is specific to their own athlete, we also encourage them to speak first to the coach. Coaches WILL NOT discuss "coaching decisions". Coaching decisions include, among other things, specific match decisions (who played when, who was subbed in/out and when, etc.). Playtime is a very complex determination. It includes the coach's opinion, the athlete's ability, the athlete's potential, the team's needs now, the momentum of the game, and the team's needs for the future and the club's philosophy. The coach will not be required to defend his/her thought process or conclusions in these determinations, and it is improper for a parent to make such a request. In addition, NASSAU ELITE VOLLEYBALL CLUB instructs coaches not to discuss any athletes' situations on other teams. If you, as a parent, have legitimate concerns about the coach other than your athlete's coach, or with an athlete other than your own, you must address the director.

POLICY ORDER:

1. The athlete should first speak to the coach about the matter. If the matter remains unresolved, or the athlete has a reasonable concern that speaking to the coach will not resolve the matter, then move on to step 2.
2. The parents should speak or meet with the coach. Parents and/or athlete should contact the coach via the telephone to setup a meeting time (NOT DURING A TOURNAMENT). A parent should never approach a coach at a tournament. We have instructed the coaches to follow the "24-hour rule", to refuse to discuss any controversial matter, and to refer the parent to the Director. The coach will then walk away. The recommended time for a parent to schedule a meeting is usually, (if time permits) or immediately following a scheduled practice. If the matter remains unresolved or if the parent has a reasonable concern that speaking with the coach will not resolve the matter, then go to step 3.
3. The parent may speak to the Director and request a meeting with the coach and Director together. In certain situations, NASSAU ELITE VOLLEYBALL CLUB may request the athlete to also attend. Meetings should be previously arranged. This will not take place at a tournament site.

OTHER POLICIES REGARDING GRIEVANCES WITH NEVC:

1. NASSAU ELITE VOLLEYBALL CLUB will not tolerate hostile, aggressive confrontations between a parent and any official, coach, athlete, or another parent, whether the confrontation is within the club or not. Violation of this policy may result in the athlete(s) being dismissed from NASSAU ELITE VOLLEYBALL CLUB.
2. It is inappropriate for an athlete or parent to approach other NASSAU ELITE VOLLEYBALL CLUB members about the problem the athlete or parent is having with a NASSAU ELITE VOLLEYBALL CLUB coach. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the club. For psychological health of the teams and the club, grievances need to be handled between the parties involved and the decision makers in the situation. Remember, competitive team athletics, by nature alone, create situations where everyone may not be happy all the time.
3. Any member who is approached and asked to listen to or to express an opinion about matter between two other parties in the club is strongly encouraged to refer the complaining party to the take the matter up with either the coach or the Director.
4. Any member who, as third party, hears remarks or stories about NASSAU ELITE VOLLEYBALL CLUB, its's employees or its's policies, that cause the member to be concerned, is encouraged to call the Director immediately to determine the facts, or to alert the club administration to a situation of which it may be unaware. By the time the story gets to a third or fourth party, it frequently bears little resemblance to the truth or to the facts of the situation. It is also detrimental to the athlete and disruptive to the team to complain to the athlete about the coach, the coach's style, or the NASSAU ELITE VOLLEYBALL CLUB policies. If you, as a parent, are unhappy or concerned about any matter, address the party in control. If the athlete is unhappy, they need to address the appropriate party.

DISPUTE AND RESOLUTION POLICY

1. Fees are non-refundable. All fees are based on the number of girls a team and in the club, this cannot be made up in any other way. Parents will sign off on the size of the uniform, if the uniform does not fit at the start of the season, it will be the parents' responsibility to purchase a new uniform.
2. Playing time is up to the coach. This is a competitive volleyball club and not a pay to play club. Each athlete must earn their playing time. The director will not ask any coach to sit or play any certain player. This responsibility falls on the individual coaches. We have the best area coaches and trust them with the decision of play time for the individual teams.
3. Players need to make every effort to attend all practices. Practice is the key to improve a player's ability on the court. Players should show up 10 minutes early to help get the gym prepared for practice. Attendance will be taken at each practice and continued missed practices without a valid excuse will result in loss of playing time.
4. If a player cannot make a practice you must contact the administrator. The administrator will pass all message onto the appropriate coach. The coach is ultimately in charge of all practices and tournaments.
5. If a player has a problem with a coach, the athlete should communicate with the coach. If this does not work, then a parent may talk to the coach. Please give 24 hours post tournament prior to contacting the coach. Tournaments are highly emotional; all parties need adequate time to review issues. If resolution is not obtained, then the director will be asked to get involved and will have the final decision on all matters. See "Grievance Policy" for further information.
6. Any athlete that leaves the program and does not pay their final bill, the player is responsible for the total amount of the tuition. The player will not be allowed to play for NASSAU ELITE VOLLEYBALL CLUB until the bill is paid in full. Parents will sign a contract that they are responsible for the entire sum of the tuition for the season and is responsible for the full tuition if the player leaves the club. See "Refund Policy" for further information.

REFUND POLICY

When and upon making any NASSAU ELITE VOLLEYBALL CLUB travel team, at a regular or supplemental tryout, there is a non-refundable tournament fee as well as nonrefundable uniform fee to secure the spot. Subsequent refunding of any club dues is based on the number of players per team and given for medical reasons only. Proper medical documentation from the player's physician is required prior to any refunds due to medical reasons. Should the player be injured at any point during the season, NASSAU ELITE VOLLEYBALL CLUB Director will review on a case by case basis for refunds. All final decisions are determined by the Director.

Payment Information:

1. Pay account balance in full at any time prior to the start of the season
2. Payment plan is available
3. Try out fee is non-refundable and due the first day of try-outs
4. Initial payment (deposit) is due once a team position is offered and accepted
5. Monthly payments are due before the tenth (10th) of each month.
6. The club accepts payments in the form of cash, check, or credit card (website only) due by the 10th of each month
7. Make checks out to NEVC. A NSF fee will be added for each check returned for non-payment
8. Mail checks to **NEVC, c/o Damon Gordon 97261 Doubloon Way, Yulee, FL 32097**
9. Credit card transactions – www.nassauelite.com



IMPORTANT NOTICE – ENTRY TO THIS PRIVATELY SANCTIONED EVENT IS GRANTED AS A COURTESY. IF YOU ENTER/ATTEND THIS, OR ANY FLORIDA REGION SANCTIONED EVENT, YOU AGREE TO ABIDE BY THE FOLLOWING CODE OF CONDUCT GUIDELINES:

I WILL:

1. I WILL abide by the official rules of USA Volleyball.
2. I WILL display good sportsmanship at all times.
3. I WILL encourage my child and his/her team, regardless of the outcome on the court.
4. I WILL educate myself on the unique rules of this facility.
5. I WILL honor the rules of the host and the host facility.
6. I WILL generate goodwill by being polite and respectful to those around me at this event.
7. I WILL direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
8. I WILL redirect any negative comments from others to the respective Event Director or Program Administrator.
9. I WILL direct all concerns regarding officials to the Head Coach or Club Director for my team/club as opposed to contacting the Head Official directly.
10. I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
11. I WILL support the policies and guidelines of the team/club that I represent.
12. I WILL acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
13. I WILL model exemplary spectator behavior while attending this event.
14. I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

I WILL NOT:

1. I WILL NOT harass or intimidate the officials.
2. I WILL NOT coach my child from the bleachers and/or sidelines.
3. I WILL NOT criticize my child's coach or his/her teammates.
4. I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Florida Region.
5. I WILL NOT bring and/or carry any firearms at any Florida Region event.
6. I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

Note: Any violation of this Code of Conduct will result in you being asked to leave the site/facility, and may result in you possibly being banned from attending future Florida Region sanctioned events. The Event Director has the final say regarding their individual event. Local law enforcement will be contacted if necessary to resolve any disputes or altercations. Questions or concerns may be directed to the Florida Region office.

10 Rules for Parents of Athletes



- 1.** Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts, and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their lives they can look to for constant, positive encouragement.
- 2.** Try your best to be completely honest about your child's athletic capability, competitive attitude, sportsmanship, and actual skill level.
- 3.** Be helpful, but don't coach them on the way to the field, rink, pool, gym or track or on the way back, at breakfast, and so on. It is tough not to, but it is a lot tougher for children to be inundated with advice, pep talks, and often critical instruction.
- 4.** Teach them to enjoy the thrill of competition, to be "out there trying", to be working to improve their skills and attitudes. Help them develop the feel for competing, for trying hard, for having fun.
- 5.** Try not to re-live your athletic life through your children in a way that creates pressure. You fumbled too, you lost as well as won. You were frightened, you backed off at times, you were not always heroic. Don't pressure them because of your lost pride.
- 6.** Don't compete with the coach. You both have clearly defined roles that should complement each other. Encourage your child to respect their coach...they will learn more in the process.
- 7.** Don't compare the skill, courage, or attitudes of your children with other members of the team, at least within their hearing distance.
- 8.** Get to know the coach so that you can be assured that his/her philosophy, attitudes, ethics, and knowledge are such that you are happy to have your children under his/her leadership.
- 9.** Always remember children tend to exaggerate, both when praised and criticized. Temper your reaction and investigate before over-reacting.
- 10.** Make a point of understanding courage, and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain that courage is not the absence of fear, but a means of doing something in spite of fear or discomfort.

The job of the parent of an athletic child is a tough one, and it takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, "My parents really helped...they are the best!"

Nassau Elite Volleyball Club Parent/Player Handbook Signature Page

Date: _____

I (We), the parents/guardian of _____, have read the "Nassau Elite Volleyball Club (NEVC) Handbook" concerning the policies and practices of NEVC. I (We) have read the information provided and understand the time and commitment involved in the practice and competition schedule. I (We) have reviewed the fee schedule and agree to pay all fees regardless of the duration of participation. Understanding the stipulations and having discussed these with our child, I (We agree to and will support her participation in NEVC Volleyball.

I (We) understand that once registered with and having participated with NEVC Volleyball, the athlete will be unable to transfer clubs and compete in the USAV regional and or AAU/JVA regional events or national championships.

I, _____, the athlete of NEVC, have read the "Nassau Elite Volleyball Club Handbook" concerning the policies and practices of NEVC Volleyball and agree to follow these policies. I understand the commitment I am making to NEVC Volleyball and that if I should choose not to follow the policies as expressed above and any additional boundaries set forth by my coach, my playing time may be restricted and I risk further consequences with NEVC Volleyball.

By signing below, I confirm that I have read, understand and will abide by the rules, guidelines and policies of the Nassau Elite Volleyball Handbook. I understand that my signature is required by the Nassau Elite Volleyball coaching staff for my child's participation and to ensure an enjoyable and successful season.

I am aware of the Nassau Elite Volleyball Club payment schedule and will ensure payments as follows: Participant cost by age can be found at www.nassauelite.com

Initial deposit of \$500.00 in total will be due when the athlete has been asked to join NEVC and signs the commitment form. The remaining balance can be paid in full or paid in equal monthly installments by the 10th of each month until balance is made in full. Visit www.nassauelite.com for more information.

Should any player/family not comply with the terms of your financial agreement, Nassau Elite Volleyball Club will pursue the outstanding fees via a collection services or legal proceedings. Additional expenses affiliated with these collection efforts will be included into the original delinquent payment.

Parent or Guardian's Signature

Date

Parent or Guardian's Name (PLEASE PRINT)

Date

Player's Signature

Date

Player's Name (Please Print)

Date

Nassau Elite Volleyball Club Participation Waiver and Release

I (We) the parents of _____, consent to have the Nassau Elite Volleyball Club coaches act on our behalf should an emergency situation arise, and we grant them permission to authorize medical attention recommended by the physician or hospital.

I (We) accept full responsibility for expenses incurred in any diagnosis or treatment of any accident, injury or illness. It is understood that this authorization is given in advice or any specific authority and power to render care with the for mentioned physician, in the exercise of his or her best judgement, may deem advisable. It is understood that efforts shall be made to contact e (us) in rendering treatment to my (our) child, but that any of the treatment will not be withheld if (we) cannot be reached. This authorization is valid for treatment of emergencies when I(we) am not available to give consent.

I (We certify that my (our) child is covered by a medical insurance policy and therefore, will be covered in case of any injury incurred while participating in all activities, tournaments and events with Nassau Elite Volleyball Club.

Parent/Guardian's Signature: _____

Parent's Name (Please Print): _____

Date: _____

Nassau Elite Volleyball Photograph Consent Form

I, irrevocably, consent to and authorize use of my comments and/or photograph or likeness, thereof, for advertisement, public relation, promotion or any other purpose(s) by Nassau Elite Volleyball Club. I agree to waive any present or future claim for compensation or consideration. I also waive my right to inspect or approve the finished product, including any written copy that may be created.

Player Signature

Date

Parent or Guardian Signature

Date

Revised June 10, 2019



USAVolleyball

MINOR ATHLETE ABUSE PREVENTION POLICIES

USA VOLLEYBALL, THE RVAA and MEMBER CLUBS

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INTRODUCTION

USA Volleyball has adopted the U.S. Center for SafeSport Minor Athlete Abuse Prevention Policies.

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.

Authority: prevention training and policies

Federal law authorizes the Center to address the risk of emotional, physical, and sexual abuse of amateur athletes in the U.S. Olympic and Paralympic Movements. See [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017](#).

Prevention Training

Federal law authorizes the Center to develop training to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. At a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse to: (1) adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.*

Prevention Policies

Federal law also authorizes the Center to develop policies and procedures for implementation by national governing bodies or paralympic sports organizations to prevent abuse, including emotional, physical, and sexual abuse, of any amateur athlete. As a part of these policies and procedures, national governing bodies and paralympic sports organizations must implement *reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult (who is not the minor's legal guardian) at a facility under the jurisdiction of a national governing body or paralympic sports organization without being in an observable and interruptible distance from another adult, except under emergency circumstances.*

Application and implementation

The U.S. Olympic Committee and national governing bodies (collectively, “Covered Organizations/LAOs”) are required to follow these Minor Athlete Abuse Prevention Policies. Covered Organizations/LAOs are responsible for implementing and monitoring compliance with these policies.

The policies and procedures set forth herein are promulgated by the Center to assist Covered Organizations/LAOs in meeting their obligations under federal law. If, in implementing the required components identified here, these Covered Organizations/LAOs are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.

Reporting MAAPP Violations

Noncompliance with any USAV Minor Athlete Prevention Policy (MAAPP) is a violation of the U.S. Center for SafeSport Code. Violations of USAV MAAPP, can be reported at:

<https://www.teamusa.org/usa-volleyball/about-us/safesport/make-a-report>

TERMINOLOGY

Covered Organizations: The U.S. Olympic Committee and a national governing body. To ensure clarity of the policy, Covered Organizations refers to the NGB or USA Volleyball and terms may be used interchangeably herein. To provide clarity and for this policy, Covered Organizations refers to the NGB or USA Volleyball and the terms will be referenced interchangeably herein.

Jurisdiction: Authority or control.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with a NGB or that is affiliated with a NGB by its direct affiliation with a regional or state affiliate of a NGB. To provide clarity and for this policy, LAOs include the Regional Volleyball Associations (RVAs) and USAV member clubs and these terms will be referenced interchangeably herein.

Minor, child or minor athlete: An amateur athlete under 18 years of age.

National Governing Body (NGB): An amateur sports organization affiliated with a sport included on the program of the Olympic, Paralympic, or Pan-American Games, which is also recognized by the United States Olympic Committee (USOC) pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. This definition shall also apply to the USOC, or other sports entity approved by the USOC, when they have assumed responsibility for the management and/or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

PART I
EDUCATION & TRAINING POLICY

A. Adults Required to Complete Mandatory Training

The following adults at a Covered Organization and Local Affiliated Organization shall complete training concerning child abuse prevention:

- Adult members at a Covered Organization or a Local Affiliated Organization who have regular contact with amateur athletes who are minors
- An adult authorized by a Covered Organization or a Local Affiliated Organization to have regular contact with or authority over an amateur athlete who is a minor
- Adult staff and board members of a Covered Organization or a Local Affiliated Organization.

The Center's "Core Center for SafeSport Training" provides the required child abuse prevention training mandated by federal law.

1. Core Center for SafeSport Training

The above listed adults are required to complete training concerning child abuse prevention. No later than March 23, 2019, the above listed adults at Covered Organizations/LAOs who are not currently in good standing with their NGB due to failure to complete required training must complete the U.S. Center for SafeSport's Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training; NGB access to the Center's Core training is detailed in Appendix A):

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

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

Training other than the Core Center for SafeSport Training does not satisfy this policy. A Covered Organization/LAO may provide training *in addition* to the Core Center for SafeSport Training. However, if an organization provides additional training, it shall not refer to

such training as “SafeSport” Training.

2. Refresher Course(s)

A refresher course is required on an annual basis (e.g., membership year or another annual cycle, as determined by the NGB) effective the calendar year following the completion of the Core Center for SafeSport Training for each of the above listed adults at a Covered Organization/LAO (NGB access to the refresher course is detailed in Appendix A). Policies, procedures and/or communications to said adults concerning refresher course requirements must be updated by September 1, 2019.

B. Minor Athletes

Covered Organizations/LAOs shall, subject to parental consent, annually offer and give training to members who are minors regarding prevention and reporting of child abuse. Covered Organizations shall track:

- A description of the training(s);
- The date the training(s) was offered and given; and
- A description of how the training(s) was offered and given.

C. Exemptions

Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport, ngbservices@safesport.org, or to the relevant NGB.

The Center will work with Covered Organizations/LAOs regarding appropriate accommodations for persons with disabilities to satisfy the training requirements herein.

If, in implementing the required components identified here, these Covered Organizations/LAOs are nonetheless not in compliance with federal requirements, the Organization shall implement policies and procedures sufficient to meet such requirements.

PART II

REQUIRED PREVENTION POLICIES

A. Required policies

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies by June 23, 2019:

1. One-on-One Interactions, including meetings and individual training sessions (Covered Organizations/LAOs are required to establish reasonable procedures to limit one-on-one interactions, as set forth in federal law).
2. Massages and rubdowns/athletic training modalities
3. Locker rooms and changing areas
4. Social media and electronic communications
5. Local travel
6. Team travel.

To satisfy these requirements, USA Volleyball provides these policies. RVAs and USAV member clubs may choose to implement stricter standards.

B. Minor athletes who become adult athletes

With the exception of athletes who are members of the same team, Minor Athletes who reach the age of majority (i.e. 18 years of age) must adhere to the provisions found in the Minor Athlete Abuse Prevention Policies when interacting with minor athletes who are 14 years of age or younger.

Minor Athletes who reach the age of majority and then obtain a position of authority that presents a power imbalance, such as becoming a coach or official, must also comply with these prevention policies regardless of the age of the minor athletes with whom they will interact.

PART III

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, programs reduce the risk of child sexual abuse. However, one-on-one time with trusted adults is also healthy and valuable for a child. Policies concerning one-on-one interactions protect children while allowing for these beneficial relationships.

ONE-ON-ONE INTERACTIONS

USA Volleyball, RVAs and USAV member clubs will comply with the following one-on-one policy.

A. Mandatory Components

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization/LAO;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Observable and interruptible

- One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are permitted if they occur at an observable and interruptible distance by another adult.
- One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor’s legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are prohibited, except in the circumstances described in subpart d of this section and under emergency circumstances.

c. Meetings

- Meetings between Applicable Adults and minor athletes at a facility partially or fully under the jurisdiction of a Covered Organization/LAO may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.
 - If a one-on-one meeting takes place in an office at a facility partially or fully under the jurisdiction of a Covered Organization/LAO, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.
- d. Meetings with mental health care professionals and health care providers
 If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under the jurisdiction of a Covered Organization/LAO, a closed-door meeting may be permitted to protect patient privacy provided that: (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to our organization.
- e. Individual training sessions
 Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the jurisdiction of a Covered Organization/LAO if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

USA Volleyball, the RVAs and USAV member clubs will comply with the following massages and rubdowns/athletic training modalities policy.

A. Mandatory components

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization/LAO;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Massage or rubdown/athletic training modality

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue under the jurisdiction of a Covered Organization/LAO must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

LOCKER ROOMS AND CHANGING AREAS

USA Volleyball, the RVAs and USAV member clubs will comply with the following locker room and changing area policy.

A. Mandatory Components

a. Application

This policy shall apply to:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a Covered Organization/LAO;
- 2) Adult members who have regular contact with amateur athletes who are minors;
- 3) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 4) Adult staff and board members of a Covered Organization.

(Collectively “Applicable Adult” for purposes of this policy.)

b. Non-exclusive facility

If a Covered Organization/LAO uses a facility not fully under their jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

c. Use of recording devices

Use of any device’s (including a cell phone’s) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under the jurisdiction of a Covered Organization/LAO is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the Covered Organization or the LAO and two or more Applicable Adults are present.

d. Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under the jurisdiction of a Covered Organization/LAO intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

e. One-on-one interactions

- Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under the partial or full jurisdiction of a Covered Organization/LAO, except

under emergency circumstances.

- If a Covered Organization/LAO is using a facility that only has a single locker room or changing area, separate times will be designated for use by Applicable Adults, if any.

f. Monitoring

Covered Organization/LAOs will regularly and randomly monitor the use of locker rooms and changing areas at facilities under their jurisdiction to ensure compliance with these policies.

SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

USA Volleyball, The RVAs and USAV member clubs will comply with the following social media & electronic communications policy.

A. Mandatory components

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization/LAOs.

(Collectively “Applicable Adult” for the purposes of this policy.)

b. Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

c. Open and transparent

- Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor athlete’s legal guardian will be copied.
- If a minor athlete communicates to an Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor athlete’s legal guardian.
- When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.
- Minor athletes may “friend” the organization’s official page.

d. Requests to discontinue

Legal guardians may request in writing that their minor athlete not be contacted through any form of electronic communication by the organization or by the Applicable Adults

subject to this policy. The Covered Organization/LAO will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

LOCAL TRAVEL

USA Volleyball, The RVAs, and USAV member clubs will comply with the following local travel policy.

A. Mandatory Components

1. Covered Organizations/LAOs must include components a and b. Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization/LAO.

(Collectively "Applicable Adult" for the purposes of this policy.)

b. Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

TEAM TRAVEL

USA Volleyball, the RVAs, and USAV member clubs will comply with the following team travel policy.

A. Mandatory Components

1. Covered Organizations/LAOs must include components a through d. Team travel is travel to a competition or other team activity that the organization plans and supervises.

- a. Application

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors;
- 2) Any adult authorized by a Covered Organization/LAO to have regular contact with or authority over an amateur athlete who is a minor; and
- 3) Adult staff and board members at a Covered Organization/LAO.

(Collectively “Applicable Adult” for the purposes of this policy.)

- b. Team/competition travel

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian’s written permission in advance and for each competition to travel alone with said Applicable Adult.

- c. Hotel rooms

Applicable Adults shall not share a hotel room or other sleeping arrangement with a minor athlete (unless the Applicable Adult is the legal guardian, sibling, or is otherwise related to the minor athlete). However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete.

- d. Meetings

Meetings shall be conducted consistent with the Covered Organization/LAO’s policy for one-on-one interactions (i.e., any such meeting shall be observable and interruptible).

APPENDIX A

TRAINING ACCESS REQUIREMENTS

Access

The U.S. Center for SafeSport makes required prevention training free to those individuals to whom the Education & Training Policy applies.

Requirements

Free access is contingent on Covered Organizations/LAOs complying with the following training access requirements.

In delivering the training, Covered Organizations/LAOs shall not:

- Post the access code, coupon, or other access information publicly;
- Post U.S. Center for SafeSport Core or Refresher online training content developed by the Center on a public site without the Center's prior written consent;
- Make such training available to organizations other than Covered Organizations/LAOs, as submitted to and approved by the Center;
- Charge a separate fee for the Center's training;
- Advertise the Center's training as free to anyone other than those individuals to whom the policy applies; and
- Refer to the Center's training as a "certification," or to individuals who have completed the training as "certified" or "licensed." (Instead, it shall be referred to as a "completion".)

Additional training

A Covered Organization may choose to provide training *in addition* to the Core Center for SafeSport Training (i.e., the Center's online training or the Center's approved in-person training). In so doing, however, the Covered Organization shall not use the term "SafeSport" to describe any such training.

Fees

The Center may impose a fee, including retroactively, and/or revoke access to the training for failing to comply with these training access requirements.