

NASSAU ELITE VOLLEYBALL CLUB



HANDBOOK 2023-2024

MINOR ATHLETE ABUSE PREVENTION POLICIES

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies

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

SafeSport Club Policies

1. One-on-One Interactions, including meetings and individual training sessions (Clubs 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 Locker rooms and changing areas
3. Social media and electronic communications
4. Local travel
5. Team travel

These policies shall apply to the following:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a **FLORIDA REGION CLUB**
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) Any adult authorized by **FLORIDA REGION CLUB** that may have regular contact with or authority over an amateur athlete who is a minor
- 4) Adult staff and board members of a **FLORIDA REGION CLUB**

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

POLICY 1 - ONE-ON-ONE INTERACTIONS

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 **FLORIDA REGION CLUB** 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 meetings with mental health care professionals and health care providers of this section and under emergency circumstances.

Meetings between Applicable Adults and minor athletes at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB** 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 **FLORIDA REGION CLUB**, 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.

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 **FLORIDA REGION CLUB**, a closed door meeting may be permitted to protect patient privacy provided that:

The door remains unlocked and another adult is present at the facility.

The other adult is advised that a closed-door meeting is occurring written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to the organization.

Individual training sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the jurisdiction of **FLORIDA REGION CLUB** 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.

POLICY 2 - MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue under the jurisdiction of **FLORIDA REGION CLUB** 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

Non-exclusive facility

If **FLORIDA REGION CLUB** 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..

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 **FLORIDA REGION CLUB** is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the **FLORIDA REGION CLUB** and two or more Applicable Adults are present.

Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under the jurisdiction of **FLORIDA REGION CLUB** intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

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 **FLORIDA REGION CLUB**, except under emergency circumstances.

If **FLORIDA REGION CLUB** 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.

Monitoring

FLORIDA REGION CLUB will regularly and randomly monitor the use of locker rooms and changing areas at facilities under their jurisdiction to ensure compliance with these policies.

POLICY 3 - SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

As part of **FLORIDA REGION CLUB** emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities.

Content

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

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.

Facebook, Myspace, blogs, and similar sites

Coaches may not have athletes of **FLORIDA REGION CLUB's** Team join a personal social media page. Athlete members and parents can friend the official **FLORIDA REGION CLUB's** Team page and coaches can communicate to athlete members through the site. All posts, messages, text, or media of any kind between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

Twitter, instant messaging and similar media

Coaches and athletes may "follow" each other. All posts between coach and athlete must be for the purpose of communicating information about team activities.

Email and similar/electronic communications

Athletes and coaches may use email to communicate. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Where the coach is a staff member and/or volunteer, email from a coach to any athlete we recommend come from the club website email center (the coach's return email address will contain "@CLUB.com").

Texting and similar electronic communications

Texting is allowed between coaches and athletes. All texts between coach and athlete must be professional and for the purpose of communicating information about team activities.

Electronic imagery

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in

club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default policy of **FLORIDA REGION CLUB** to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club. Imagery must not be contrary to any rules as outlined in **FLORIDA REGION CLUB's** Participant Safety Handbook.

Request to discontinue all electronic communication or imagery

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches or Applicable Adults subject to this policy. (Photography or videography). The **FLORIDA REGION CLUB** will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

Misconduct

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our Participant Safety Handbook.

Violations

Violations of **FLORIDA REGION CLUB's** Electronic Communications and Social Media Policy should be reported to your immediate supervisor, a **FLORIDA REGION CLUB** administrator or a member of **FLORIDA REGION CLUB's** Participant Safety Committee for evaluation. Complaints and allegations will be addressed under **FLORIDA REGION CLUB's** Disciplinary Rules and Procedure.

LOCAL TRAVEL & TEAM TRAVEL

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) Any adult authorized by **FLORIDA REGION CLUB** to have regular contact with or authority over an amateur athlete who is a minor
- 3) Adult staff and board members of **FLORIDA REGION CLUB**

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

POLICY 4 - LOCAL TRAVEL

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

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.

POLICY 5 - TEAM TRAVEL

Team travel is travel to a competition or other team activity that the organization plans and supervises.

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.

Hotel Room

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor player. (Unless coach is the parent, guardian or sibling of the player) 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

Coach or his/her designee will establish a curfew by when all players must be in their hotel rooms in a supervised location. Regular monitoring and curfew checks will be made to each room by at least two properly background screened adults. At no time should one adult be present in room with minor players, regardless of gender.

Team personnel should ask hotel to block adult pay per view

channels. Meetings

Meetings shall be conducted consistent with the **FLORIDA REGION CLUB** policy for one on-one interactions

Individual meetings between coach and player may not occur in hotel sleeping rooms and must be held in public setting or with additional adults present with one of those adults being the same gender as the player.

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

Nassau Elite Volleyball Club

Dispute/Grievance Procedure

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

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

It is essential that our parents serve as a support system for our club, players and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.

PLAYER RELEASE POLICY – REFUND POLICY

In the event of a season ending catastrophic event established by the governing bodies of the sport before the season starts, NEVC will refund all fees paid for tuition less any expenses that may have been incurred to prepare the team for the season. Season extension or postponement of events does not constitute a season cancellation and WILL NOT result in a refund. If the season is cancelled after it has started, NEVC will calculate an appropriate refund amount for services not rendered less any expenses incurred by the club. This refund will be issued in form of a credit for the following club season or by check for a non-returning player. Accepting a position on a club team obligates each player to agree to pay in full the registration and club team fees which are nonrefundable, regardless of whether the player decides to leave NEVC prior to the end of the seasonal year. In the event a player wishes to be released from the program or stops playing, NEVC reserves the right not to release the player until all funds due are paid. A player who stops playing during the season is not released from their financial obligation to NEVC. In the event a player wishes to be released from the NEVC team program, the parent/guardian must submit a letter or email stating the reason for withdrawal to the Volleyball Director, Damon Gordon of NEVC. This information will then be reviewed by the appropriate staff for a decision. NEVC Club tuition is Nonrefundable unless specified above.

Parent/Guardian Signature: _____

Parent/Guardian Name (Printed): _____

Player Name: _____

Date: _____

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 (1st) of each month.
6. The club accepts payments in the form of cash, check, or credit card (website only) due by the 1st 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

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 1st 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