

Addendum A

Panther Volleyball Club

General Information and Document List



PANTHER BLACK 17s

- USAV RMR 2025 - 2026 Competition Club Athlete/Parent Intent & Commitment Contract
- Athlete's Code of Conduct form (signed by Athlete and Parent)
- Parental Code of Conduct form (signed by Parent(s))

The Competition club payment schedule:

- **\$795.02** Deposit due upon signing this contract
- **\$733.33** Due Aug 15th 2025
- **\$733.33** Due Sep 15th 2025
- **\$733.33** Due Oct 15th 2025
- **\$733.33** Due Nov 15th 2025
- **\$733.33** Due Dec 15th 2025
- **\$733.33** Due Jan 15th 2026

Total **\$ 5,195.00**

Out of state travel coaches fees (**Black and Red teams only**, **Gold teams can ignore**) :

Teams travelling out of state will incur a \$400.00 out of state travel coaching fee (airfare, hotel, per diem, transportation, etc..) for each travel tournament that the team registers for, regardless of whether or not the player decides to attend. A separate invoice for these amounts will be sent via Square or PandaDoc to the parent's email on file. If the overall out of state travel fee is more than actually spent, then parents will receive a refund. If the overall out of state travel fee is less than actually spent then parents agree to a secondary invoice for the difference. These fees are non refundable, even if a player is injured during the season. An injured player is expected to attend these out of state tournaments to support their team.

Out of state travel tourney #1: **\$400.00** due by August 22nd 2025

Out of state travel tourney #2: **\$400.00** due by September 26th 2025

Payments may be made online via the Square invoicing emails **with instructions to follow**; a check dropped off in the drop box inside the building, or via USPS mail to the address listed below.

Make all checks payable to:

Panther Volleyball Club

c/o Stephen Bosco

558 E. Castle Pines Pkwy

Suite B4 #113

Castle Pines, CO 80108

Note: Return check charge of \$45 will be assessed for all returned checks, no exceptions made.

Financial Agreement:

1. Club fees are due in accordance with the provided schedule when the Athlete and Parent(s) sign this agreement. In order to secure coaching talent and keep costs down, payments must be received when due. The full fee schedule remains due even if you withdraw or cancel your participation in the Panther Volleyball Club.

2. Fees paid to the club are non-refundable. **NO REFUNDS**

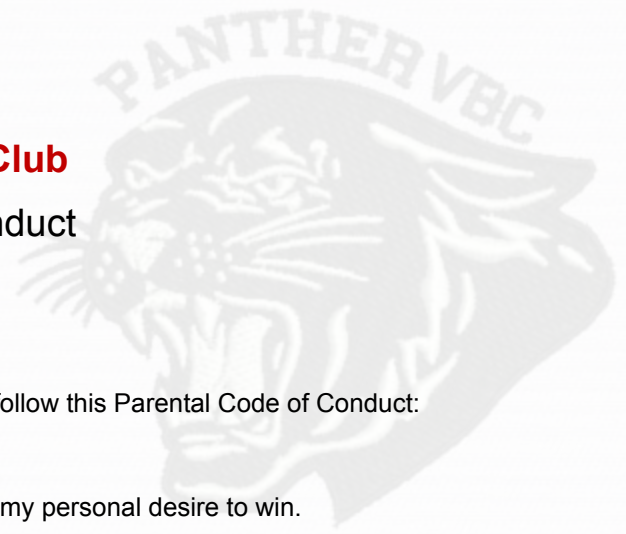
3. Club payments must be current. **An Athlete will not participate until all fees are paid/current including any fees due from previous years.**

4. Private lessons with any coach. Such lessons are outside the scope of this Contract and **PVC makes no representation and accepts no liabilities for the outcomes or conduct of such lessons.**

5. In the event that your account with us becomes delinquent or a payment is more than 10 days overdue or requires collection activity arising from non-payment or other breach of this agreement, **you agree to pay any remaining amount due and owing as well as any costs associated with the collections. These include but not limited to, court costs, fees, interest at 1.5% / month, and reasonable attorney's fees associated with the Club's collection of past due amounts hereunder.**

6. COVID19 Refund policy: In the event of any cancellation or suspension of the current season arising from or due to Covid19, a cancellation or suspension of the season by USAV/RMR, shutdown due to or ordered by any governmental agencies or other authority having jurisdiction, your refund shall be limited to what the Panther Volleyball Club receives from their vendors and/or USAV/RMR. You agree to hold Panther harmless from any losses or shortages of any refund payment and do hereby agree that payment of such refund shall be full and final satisfaction of any claim you may have. Examples of such a refund shall include but not be limited to ... net refunded monies from the RMR, JNQ registrations, or out of state travel. Refunds shall be reduced proportionately by administrative fees such as club web site maintenance, CPE for coaches, open gyms, advertising, coaching retention; and are non-refundable as they are occurring throughout the year and remain part of the costs being incurred to continue your participation with the club.

Addendum B
Panther Volleyball Club
Parental Code of Conduct



I _____ do hereby pledge to follow this Parental Code of Conduct:

I will remember the game is for **young Athletes**, not adults.

I will place the emotional and physical well-being of my child ahead of my personal desire to win.

I will support the coaches and officials working with my child in order to encourage a positive and enjoyable experience for all.

I will require my child to treat other athletes, coaches, fans, and officials with respect; regardless of race, sex, creed, or ability.

I will encourage good sportsmanship by demonstrating positive support for all athletes, coaches, and officials at every practice, tournament, and in every game and match.

I will demand a sports environment for my child that is safe and free of drugs and alcohol; and will refrain from their use at all Club Volleyball events.

I will do my very best to make Club Volleyball fun for my child by encouraging them to go to practice and tournaments with a positive attitude and a willingness to learn.

I will get my child to practice and tournaments at the required times and be prompt in picking them up.

I will not question my child's coach about decisions made regarding playing time or positions played **during** a set, match, or tournament. I understand and agree that a meeting is the appropriate forum during which to discuss such matters (See the 24 hr rule)

I will abide by the Rocky Mountain Region Zero Tolerance Policy for Unruly Spectators. It is understood immediate reaction from spectators to a specific event during competition is expected; however, **continuous** verbal assaults on referees or coaches will not be tolerated. The first referee has the power to "expel" an unruly person, coach or athlete from the gymnasium.

I will not post images, language or content online, whether in forums, chat rooms, or other social media platforms that are not in the best interests of the team, my child, their teammates, or the organization; nor shall I engage in conduct unbecoming of the sport.

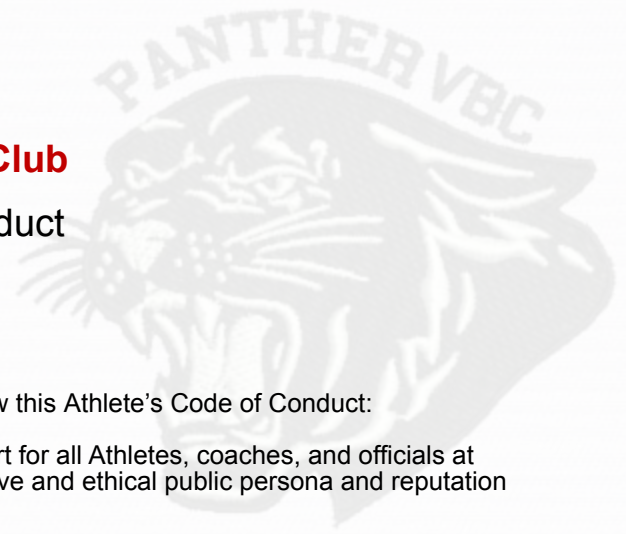
Parent name/signature

Date /Time

Parent name/signature

Date /Time

Addendum C
Panther Volleyball Club
Athlete Code of Conduct



I _____, do hereby pledge to follow this Athlete's Code of Conduct:

I will encourage good sportsmanship by demonstrating positive support for all Athletes, coaches, and officials at every tournament, match, set, and practice as well as creating a positive and ethical public persona and reputation for the team and organization.

I will place the emotional and physical well-being of my teammates ahead of my personal desire to win.

I will treat other athletes, coaches, fans, and officials with respect regardless of race, sex, creed or ability.

I will encourage my teammates at all times and this encouragement will always be positive in nature, whether I am playing or on the bench.

I will not criticize my teammates or coaches to anyone at any time.

I will arrive at practice on time (or early) and will not leave early; if I must miss practice I will contact my coach in advance in order to be excused.

I will observe all training rules, curfews when traveling, and other directions that I may receive from my coaches.

I will do everything I can to foster a playing and practice atmosphere that makes volleyball fun for everyone.

I will be prepared to play positions that are not my usual position because I know that when asked to do so it is for the good of the team.

I will not post images, language or content online, whether in forums, chat rooms or any social media platforms that are not in the best interests of the team, myself, my teammates or the organization nor shall I engage in conduct unbecoming of the sport.

Athlete name (printed)

Date / Time

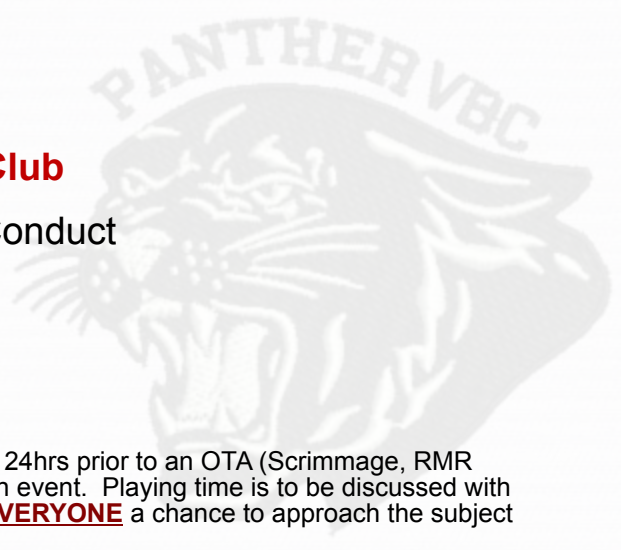
Parent name/signature

Date / Time

Parent name/signature

Date / Time

Addendum D
Panther Volleyball Club
Parent/Athlete Code of Conduct
(must be initialed)



24 HR Rule:

Parents and Players are not to question or discuss, playing time within 24hrs prior to an OTA (Scrimmage, RMR Power tourney, JNQ, etc.) all the way through 24 hrs after the end of an event. Playing time is to be discussed with the coaching staff more than 24 hrs prior to an event. This will allow **EVERYONE** a chance to approach the subject in a calmer demeanor.

Failure to follow this policy by a player or parent will result in a violation of the Panther contract/policies and the parents & player could face a disciplinary action from a warning all the way up to suspension and / or expulsion from the team/club.

CP Rule:

Parents are never allowed on the court during practice or at a tournament (Power, JNQ, etc.). Any parent coming onto the court during a match, in-between matches, etc., to accost, assail, verbally berate, etc., the coaching staff ***will have their family be immediately terminated from PVC (including the player).***

Political/religious attire/intimidation rule:

Parents are allowed at Panther OTAs to watch their children compete in volleyball matches. Wearing of political T-shirts, hats, clothing, espousing political or religious views, etc., is not allowed at Panther OTAs. We are a secular & independent organization. Our principles are based on reason, ethics, and a focus on human well being rather than dogma or supernaturalism.

Negative Parental Conduct:

Conduct by a parent that is considered detrimental to the team will not be tolerated. Examples are as follows and are not limited by the following list: Speaking/shouting/writing negatively about other players, parents, referees, or the coaching staff, video recording/taking statistics of other players solely for negative purposes, etc.

Failure to follow this policy by the parent will result in a violation of the Panther VC contract/policies and the parent (s) could face a disciplinary action from a warning all the way up to suspension and/or expulsion from the team/club.

Negative Player Conduct:

Conduct by a player that is considered detrimental to the team will not be tolerated. Examples are as follows and are not limited by the list. Screaming at other players, parents, referees, and coaches, etc.

Failure to follow this policy by the player will result in a violation of the Panther VC contract/policies and the player(s) could face a disciplinary action from a warning all the way up to suspension and/or expulsion from the team/club.

Parent coaching rule: Parents are not allowed to coach their children from the "sidelines" during practices, tournaments, games, matches, etc., The first infraction will be a written warning. Subsequent infractions could lead up to suspension, or being not allowed to attend Panther OTAs

Club Introduction

Panther Volleyball Club is extremely excited for the upcoming **2025-2026** season. The club has gone through several changes that are a positive step forward to excellence. Coaches are being certified and thoroughly reviewed and will be offered compensation based on level of experience, program being coached, and other factors. We will continue to grow our program and look forward to continued success. Athlete and parental input is very valuable to the club and will be welcomed. Please contact your coach or club director with any question or need for information.

Club Policies for Athletes – All Teams

- 1) All Athletes must adhere to the USAV Code of Conduct.
- 2) All Athletes are to attend all events scheduled for their team.
- 3) All Athletes are responsible for their own uniforms (initially provided by the club). The club does not have replacements for lost uniforms. **All replacement costs will be the responsibility of the Athlete and/or their Parent.**

Club Attendance Policies

- 1) Panther VC will enforce the following practice and tournament attendance policy for every athlete. This is not intended to prevent an Athlete from playing another sport while participating with Panther VC. Attendance at practices and tournaments is required in order to allow our Coaches to evaluate an athlete's playing time.
- 2) General Policy: It is the responsibility of the athlete, or the parents, to notify the coach of any scheduled team event that the Athlete will be missing with at least a 48-hour notice for practices, and a two-week notice for tournaments.

a. Club Practice

- i. The Competitive team Athletes will be allowed up to six (**6**) absences during the season prior to Coaching/Director review. Athletes must still notify their Coaches they will be missing a Practice in advance.
- ii. Missing more than ½ of practice shall be considered an absence.
- iii. All absences from practices will be evaluated by the Coaching Director/Club Director with proper documentation on a case-by-case basis.

b. Club Tournaments

- i. Athletes shall provide tournament conflicts with other scheduled events (School Sports, Prom, Social, Weddings, Literary, etc.) within one week following schedule release.
- ii. Notification should be given as far in advance as possible for other tournament absences. A minimum of two weeks is expected for non-emergency situations.
- iii. Missing a part of any tournament day counts as one absence.
- iv. The Coaching Director/Club Director will evaluate all tournament absences with proper documentation on a case-by-case basis.

Club Travel Policies

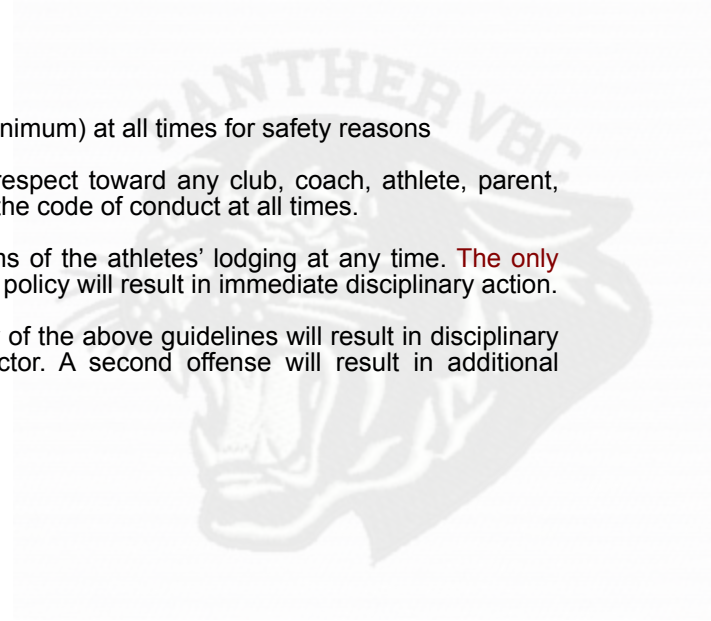
- 1) All Athletes must stay with the Team while attending overnight tournaments. The Head Coach must approve any exceptions to this in advance.
- 2) **A separate travel contract will be created and signed by the parents to reimburse the coaching staff's cost for an out of state travel tournament.**
- 3) All Athletes must adhere to curfews as established by their coach or chaperone, while traveling with the club.
- 4) At no time will an Athlete be allowed to leave the hotel property without the expressed permission of their coach or chaperone. If there is appropriate "down time", your Parents may request to take you off premises.
- 5) Any Parent or volunteer providing transportation for an out of state tournament is under the direction of the coach, as far as when and where athletes are required to be. **Please do not volunteer if you cannot adhere to the team requirements.**
- 6) Transportation to and from all practices, club-sponsored clinics, and in state tournaments is the responsibility of the Parents/Athlete.

7) When at a lodging location, Athletes must travel in pairs (as a minimum) at all times for safety reasons

8) When at the lodging location, there shall be no display of disrespect toward any club, coach, athlete, parent, Chaperone, or Hotel Guest/Employee. All Athletes must adhere to the code of conduct at all times.

9) Members of the opposite gender are not permitted in the rooms of the athletes' lodging at any time. **The only exception to this policy is for relatives of an athlete.** Violation of the policy will result in immediate disciplinary action.

Note: Unless otherwise stated, First Offenses for infractions of any of the above guidelines will result in disciplinary action to the athlete, with notification to parents and club director. A second offense will result in additional disciplinary action up to and including expulsion from Panther VC.



Club Conduct at a Tournament/Practice Site

These guidelines are set forth to protect the safety and integrity of you, your parents, the coaches, and Panther VC. Not all circumstances are accounted for and in the event of an unforeseen circumstance, the Director will take appropriate action. It is the desire of the club to remain in good standing within the community and the USAV/RMR and to be an example of excellence.

1. *Equal playing time is NOT guaranteed. Coaches evaluate athletes during practices on a weekly basis. Playing time at tournaments is earned at practice and at tournaments. If you have a question about your playing time, set up a time with your Coach to discuss the situation prior to the tournament.*

2. It is the philosophy of Panther VC that each athlete will have some playing time in each match. However, we have great coaches and intend to allow them to do what is best for the teams as a whole. There may be an occasional match that is of such importance to the team and is being played at a level of play that requires that only the highest skilled athletes stay on the floor, but this should be the exception, not the rule. In all cases, deference shall be paid to the game time decisions made by the Coach and their staff.

3. Violations of the Code of Conduct will not be tolerated at any Panther VC function/event. This covers a wide variety of circumstances too numerous to list, but by way of example - the use of foul language or rude gestures towards other athletes, parents, coaches, officials, or opponents would be examples of a violation.

4. When we are in a facility for a Tournament, you are responsible for staying with your Team. In the event friends attend a tournament, it should be understood that your priority is to be with your team.

5. Proper nutrition is required. Practices will be very demanding on your physical abilities. Tournaments are an all-day affair, and in some cases two and three days long. Your coach will advise you when to take breaks to eat. In all cases, it is important to stay well hydrated at all times.

6. Participants and club members assume all risks associated with their participation and shall hold Panther Volleyball Club (including its parent company and subsidiary companies, coaches, officers, directors, successors and assigns) harmless from all injuries, hardships, costs, and claims related to their participation in Panther Volleyball Club activities. The Athlete and their Parent(s) acknowledges that their participation in the activities associated with PVC shall be at its own risk and that any and all services provided or offered by PVC are done so on an "as is" basis. PVC expressly limits its liability hereunder to the initial contractual deposit fee set forth within Addendum A.

7. For most Tournaments, Teams will be responsible for officiating, scorekeeping and handling lines. Select athletes 14 and up are required to attend an USAV clinic on Scorekeeping or Officiating. 13 Year olds will attend the Scorekeeping clinic and may attend the Officiating clinic. Our policy on officiating is we want to officiate for other teams the way we ourselves would want to be officiated.

8. No Team Member is permitted to leave a tournament site until all officiating responsibilities are completed. There may be circumstances for Local Tournaments where the Head Coach can give you permission to leave. If you leave before your officiating duties are complete and without permission, you will be subject to disciplinary action.

9. You are to support your teammates at all time while on the team bench, whether you are playing in a particular match or not. Poor bench behavior includes not expressing verbal/vocal support for your teammates, conducting side conversations, taking other's attention off the match, disrupting the match with inappropriate discussion with the coach or coaches, or questioning your playing time or status during the match. Any behavior of this type shall be deemed a violation of the Code of Conduct and shall be subject to disciplinary action hereunder.

10. Parents are to be supportive of the entire team at all times and all Panther VC teams while at tournaments. Parents are not to engage in any behavioral cheering that would reflect negatively on Panther VC. Standards of Conduct for Parents are no different from those for the athletes in this regard.

11. Only the Head Coach or the Team Captain under the direction of the Head Coach, may question an official.

12. *The Rocky Mountain Region has a ZERO-TOLERANCE policy with regard to screaming, yelling, or making any derogatory remarks to ANY official (Up ref, down ref, or line judges) or tournament director.* Panther VC supports the enforcement of this policy. Keep in mind that referees are human and some of the time they are children/young adults. Penalty for this infraction can be an immediate dismissal from the facility and/or expulsion from the club, without warning. In addition, region teams may face sanctions regarding participation in future tournaments.

13. If any of the Panther VC teams are playing at the same tournament site, athletes will be advised and teams will be encouraged to watch and cheer for other Panther VC teams.

14. A Tournament begins when a team leaves from the Meeting Point and does not end until the team returns to the Meeting Point.

Club Disciplinary Measures:

Panther VC will support expulsion or suspension for the following offenses:

1. Smoking, vaping, or using alcohol, misuse of prescription medications, or other drugs (legal or illegal) at any Panther VC function
2. Leaving lodging premises without notifying/obtaining the permission of the coach
3. Leaving lodging premises without a chaperone
4. Permitting non-relatives/non-teammates in your room (w/o coach's permission).
5. The Athlete has more than 6 absences (Subject to Coaching Director/Club Director Review)
6. Behavior detrimental to the team

Club Concern Resolution Provisions:

These procedures are designed to help athletes and parents with questions, concerns or problems that may occur during the course of the season to get resolved in a timely and cooperative manner. It ensures open and honest communication between all parties involved and seeks to resolve all open items in a collaborative and open format. At the first sign of a concern or impasse:

1. The athlete must first ask for a meeting between the coaches and themselves to discuss the issue(s). In the case of athletes on 14s and younger teams, the parent may request the meeting.
2. If the issue remains unresolved, the parent may ask for a meeting between themselves and the coaching staff to discuss the issue. The meeting should take place at a location considered adequate for a private discussion and shall be agreed upon in advance by both the parent and coaching staff. **Such meeting shall NOT take place during a tournament and/or a practice.**
3. If the issue continues to remain unresolved, the parent may ask for a meeting with the Club Director, Head Coach, parent, athlete, and coach (Club). The meeting should take place at a location considered adequate for a private discussion and shall be agreed upon in advance by both the parent and the Club. **Such meeting shall NOT take place during a tournament and/or a practice.**
4. If the issue cannot be resolved as previously set forth, the parent must ask for a meeting with the Board of Directors, Club Director, Head Coach, parent, athlete, and coach (Club Directorate). The meeting should take place at a location considered adequate for a private discussion and shall be agreed upon in advance by both the parent and the Club. **Such meeting shall NOT take place during a tournament and/or a practice. The Decision of the Club Directorate shall be FINAL and BINDING upon all parties.**

I/We have read the Panther Volleyball Club Contract and by signing below do hereby agree to abide by and adhere to the rules and commitments set forth therein.

Athlete Name Printed

Date/Time

Parent Signature

Date/Time

Parent Printed Name

Parent Signature

Date/Time

Parent Printed Name

Club Director *Stephen J Bosco*

Date/Time 7/12/2025 10:00AM MST

Club Director Printed Name STEPHEN J BOSCO

