



## PARENT/PLAYER HANDBOOK

2023-2024

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Dear Citrus Fusion Volleyball Club Parents,

Welcome to the 2023-24 club volleyball season and thank you for choosing to be a part of Citrus Fusion Volleyball. We are eagerly anticipating getting started with our volleyball program. Our goal is to develop our players in the areas of character, skill development, teamwork, and leadership. Through practices and tournament experiences players will improve their volleyball skills, court awareness, and sportsmanship.

As we begin practices and team assignments are made, the expectation is that each player will be at practices, be on time, and be ready to devote that time to her team. During practice is when the most learning and opportunity to gel with teammates will occur. Players are selected for a team based on their skill level and position. Playing time in tournaments will vary based on competition, position, attendance in practice, effort, and skill level. During practice, players will have equal court time.

We ask that you demonstrate good sportsmanship, are encouraging to all, and participate in club activities such as any fundraising, turn-taking with any snack/food requests, etc.

We understand that joining a club is a big commitment of time and resources. We will utilize our time efficiently and we are committed to our players and their development as a person and a volleyball player. In return, we ask that you honor your commitment to Citrus Fusion. We would like to order uniforms, warm-ups, backpacks, and pay for tournaments as soon as possible so please make a commitment by paying your first installment on time or by paying in full. You will need to go into your AAU account and choose Citrus Fusion Volleyball Club as the selected club. **If you were selected for a team participating in USAV tournaments, you will also need to get your USAV membership.**

We look forward to this wonderful opportunity to work with each player. Thank you once again for choosing Citrus Fusion Volleyball Club.

Sincerely,

Citrus Fusion Board Members and Coaches

Wanda Grey – Executive Director  
Morgan Cleary - President  
Jeremy Johnson – Vice President  
Tanya Wood – Secretary  
Vickie Humphrey - Treasurer  
Alice Christian – Member at Large

## Introduction

Citrus Fusion was formed in 2013, with the intent to provide athletes the opportunity to excel in the sport of volleyball. Each season we set out to train and develop young athletes through professional training where hard work, discipline, and integrity are our set of core values. We believe in both challenging and supporting our athletes through education and competition.

We have put this handbook together to tell you a little bit about our club, and what it takes to become successful in our program. We are delighted that you have decided to join us for the this season.

## Club Philosophy and Mission Statement

### ***MISSION STATEMENT***

Our mission is to develop players in the areas of character, skill development, teamwork, and leadership. We will provide competitive playing opportunities for our players in practice and tournaments. We will offer opportunities for our players to demonstrate their skills, hard work, and positive attitude throughout their experiences with Citrus Fusion Volleyball. Players will have the skill training in practice and experience in tournaments that they may need in furthering their goals on high school and college level teams.

### ***GOALS OF CITRUS FUSION VOLLEYBALL CLUB***

- To teach volleyball and promote positive attitudes, life choices, and friendships
- To contribute to the total development of our players
- To assist our players in obtaining college scholarships for volleyball (if this is their goal) when and if they qualify through grades, attitude, and ability
- To have FUN!!

### ***CLUB PHILOSOPHY***

Citrus Fusion is dedicated in providing quality physical and emotional training to young athletes, who are interested in learning the skills of volleyball, values of teamwork, responsibility, and self-discipline. We have developed a program dedicated to the core values of teamwork, communication, self-responsibility, challenging, and working passionately towards a common goal.

Our club recognizes the profoundly positive effect that sports has on their lives. Our training and teachings extend far beyond the gym by teaching them to set difficult but attainable goals and the value of hard work. Hard work is the foundation for all our training as it is key to the development of self-confidence, courage, and self-esteem.

The following are additional elements of our Club's philosophy:

### PLAYING TIME

A continual source of frustration for players and parents alike is the issue of playing time. The reality is that equal playing time is not a guarantee. Playing time is at the coach's discretion and will **not** be equal for all players. Players earn playing time through game situations and practice. Every player will get the same opportunities in practice to earn playing time. Players that are absent from practice (whether excused or unexcused) will miss out on opportunities to earn playing time. It is the responsibility of the coach to identify the strongest line-up and implement a strategy that puts the team in the best position to be successful at tournaments.

Every player has a role. Understanding the role and the expectations associated with it are a joint responsibility of the player, coach, and parent. When a player is disgruntled over their role on the team, the appropriate response is to clarify her role with the coach and work as hard as possible to effectuate a change. Parents can best help their athlete by helping her set goals to achieve more opportunities for play.

### TEAM STRUCTURE

- There will be a maximum of twelve (12) players on each team). The Coach and Club Director reserve the right to add or move players to a team throughout the season.
- There will be a minimum of one (1) coach per team.
- There will be a parent representative in charge of administration of the team.
- Teams will practice at least twice per week.

### MULTI-SPORT ATHLETES

Citrus Fusion welcomes multi-sport athletes and works to develop schedules and policies that are amenable to those with additional athletic commitments. With the decision to participate in multiple sports come the added responsibilities of time management and priority setting. However, what is expected is that the player will do everything possible to fulfill her commitment to the Citrus Fusion team.

## OUR EXPECTATIONS

*"The game does not develop character..... it reveals it"*

-- John Wooden (UCLA Basketball Coach)

### **PLAYER EXPECTATIONS**

Just showing up for practice is not enough. Citrus Fusion needs players who are punctual, ready to work hard, who pay attention to coaches, and support their teammates.

**Commitment:** It is vital to be committed to the Citrus Fusion Volleyball Club. If you don't really want to participate, don't. If you work hard in practices, matches, and scrimmages, you are likely to have a successful club season.

**Regular Attendance:** Attendance is an expectation and it is important to attend every possible practice. Players must notify their coach in advance of any absence from a scheduled practice. Players are required to call their coach before practice in order for an absence to be excused. Excused absences include: illness, academic related activity, and school sports. School sports and related activities will only be considered excused if the coach is notified 24 hours in advance of the missed practice. Messages should be left on coach's cell phones when they cannot be contacted in person.

**Cooperation:** You will most likely take an overnight trip with your team. These trips require that you will have some rules to live by including curfews. It is expected that you will respect all rules that are made.

**Image Presentation:** You are representing yourself, your family, your school, and Citrus Fusion at every tournament. We want to be a club that is known for good sportsmanship and integrity by our players, coaches, and parents. Arguing with officials is never appropriate and not tolerated. You will not always know when a college recruiter is in the gym or at a tournament, so always display proper behavior when playing.

**Maintaining Good Grades:** We consider Citrus Fusion to be a club of scholar athletes. It is important to maintain good grades.

## **PARENT EXPECTATIONS**

It is our sincere wish that every parent will become as much a part of the Citrus Fusion family as the players and coaches. Your enthusiasm, support, assistance, cooperation, and positive reinforcement are always appreciated.

The coaching staff will communicate with any officials. It is never acceptable for parents to approach, berate, torment, or antagonize opponents, players, officials, or the coach. The conduct of our clubs' parents is a direct reflection of the values of our club.

As a parent, there may be times when you are tempted to instruct or coach your daughter. This can be very confusing and upsetting during a heated, emotional match and may cause a player to lose their focus, especially if you are contradicting a coach's instructions or game plans. Please allow the players to focus on one set of instructions and leave the coaching to the coach.

Parents are welcome at practice sessions. There may be times when, for numerous reasons, a coach may choose to hold a closed practice. Each player will receive a practice schedule that will reflect any closed practices.

Citrus Fusion wants to earn the reputation of being competitive, well-trained, respectful, and fun. We want to achieve this by dedicating ourselves to these values and philosophical beliefs.

## **PRACTICE EXPECTATIONS**

- Practices will start on time. Please arrive 15 minutes prior to the start of practice to help set up equipment.
- Every player, team, and coach will leave the practice facility in better shape than we find it. Facility usage is vital to the success of our club.
- Players are required to be "ready" to begin practice at the assigned time. Please allow time to change shoes and put on knee pads before the designated start time.
- Jewelry is not permitted.
- Abusive language (cursing or swearing), drugs or alcohol use will not be tolerated and will be dealt with accordingly.
- For safety reasons, a player may not leave the practice site at any time without notifying the coach and obtaining his/her approval.

## **TOURNAMENT AND HOTEL INFORMATION**

### **Tournament information**

The location and number of tournaments varies with the age/skill level of the team. A two-day tournament is considered 2 playing dates. Tournament play typically begins in January and ends in May unless you are chosen to participate in the National Tournament (then it would end in June or July). Tournament information is usually available the week of the tournament via [advancedsystems.com](http://advancedsystems.com) or [sportwrench.com](http://sportwrench.com). Attached, is our tournament schedule so please plan accordingly because it is imperative that players attend all tournaments so as not to disrupt the team chemistry. Additional tournament rules are as follows.

- Parents of players shall provide transportation to and from tournaments
- Bring any and all uniforms to every tournament
- If your team loses equipment during a tournament or practice each player will pay a fee to replace the equipment
- At least one-week notice is required to notify a coach and team if a player cannot attend a tournament. If for any reason the team is penalized, fined, or loses an entry fee due to forfeiture because of unexcused absences, the player(s) with the unexcused absence will be responsible for the fine or penalty issued.
- Be prepared for long days and do not always expect the facility at which you are playing to be accommodating. Bring healthy food and drink. Most facilities will not allow you to bring a cooler inside the gymnasium but may have a designated area to put your cooler. Players and parents are expected to abide by all rules governing food and drinks while we are visiting other facilities
- Each team will be responsible for officiating duties. This is part of club volleyball and players should expect to be asked by coaches to line judge, referee, keep score, or libero track numerous times during the season. There may be times when your team will be required to officiate after your team has finished competing for the day. You must stay and complete your responsibilities. No players are permitted to leave a tournament early without the coach's permission.
- All players will attend a mandatory officiating training to be held during the practice season. Players will receive training on how to function as: up official, down official, line judges, libero trackers and score keepers.
- Players may be required to take game statistics as requested by the coach.

## PARENT REPRESENTATIVE

One of the important ingredients to a successful Citrus Fusion season is the parent representative. Listed below are the responsibilities for the parent representatives. If you are interested in serving as the parent representative for your daughter's team, please let your coach know.

Responsibilities:

- Act as liaison between the coach and the player's parents.
- Refer concerns and complaints to the coach.
- Prepare a team roster for all parents with names of players, parents, addresses, cell phone numbers, school affiliations, and any other pertinent information.
- Assists, if needed, in making travel arrangements for overnight tournaments.

**THE PARENT REPRESENTATIVE IS NOT AN ASSISTANT COACH AND IS NOT INVOLVED IN ANY COACHING DECISIONS REGARDING LINE-UPS, PLAYING TIME, ETC.....**





## Dispute/Grievance Procedure

**Citrus Fusion 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 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.



### **Refund Policy**

Clubs are like any other business and rely on sufficient cash flow to operate. Failure to meet the financial obligations will result in the player losing practice and playing privileges until the fees are current. Joining Citrus Fusion Volleyball Club indicates that you are committed to the club personally, financially, and physically, and that you are responsible for your entire club fee regardless of participation. We do understand that playing club volleyball is a substantial financial commitment, and we ask that you communicate with us to make special arrangements if needed. Citrus Fusion Volleyball Club has a **No Refund Policy**. A parent may choose to request a refund if a player cannot complete the season due to an unusual circumstance. Any such requests will be determined by the Club Director and Board of Directors.

## **PARENT/PLAYER CODE OF CONDUCT**

**Athletes are not allowed to participate in any of the following:** Consumption of alcoholic beverages, drugs, or tobacco products, profanity or disrespect towards players, coaches, referees, spectators, or members of other teams.

**Chain of Authority: Refer to Grievance/Dispute Resolution Policy:** First, player will meet with Head Coach outside of practice/tournament time. Second, if necessary, player and parent will meet with Head Coach outside of practice and tournament time. Third, a meeting will be set up with the Club Director. In addition, all players, coaches, and parents should be familiar with the general rules and regulations of USAV and AAU.

**No parent or player shall address the Head Coaches with the intent to discuss/express negative feedback regarding players/team activities or coaching decisions within 24 hours of the occurrence.** This encourages a “cooling off” period for all parties involved, allowing for respectful discussion and objective views regarding the occurrence. All matters will be heard and discussed in a professional and timely manner.

**Playing Time:** Is earned on the merit system of hard work, and is always at the discretion of the coaches. This is to encourage every player to work hard and give 100% on every play whether during practice or tournament play.

**Attendance:** Is mandatory for all practices and tournaments. Exceptions are to be worked out with the coaches on a case-by-case basis.

**Tournaments:** All players will take turns with score keeping and officiating. When at tournaments, players will remain in the facility during the entire time that the club is playing and/or officiating/scorekeeping, unless they have prior permission from a coach.

**Viewing Practices:** Parents/visitors are required to stay in an area designated by the coaches.

**Payment:** Should be made in a timely fashion, either in full by August 15, 2023, or in monthly installments due on

08/15/23 _____	09/15/23 _____
10/15/23 _____	11/15/23 _____
01/15/24 _____	02/15/24 _____

A player who has not fulfilled this obligation will be withheld from participating in practice and tournaments until account is clear or current.

**Conduct:** All staff, players, and spectators will refrain from harsh criticism, negative actions, and poor sportsmanship. Players will remain in view of their coaches or in designated areas until dismissed from practices and tournaments or unless other arrangements are made with the coaches.

**Facilities:** No food or drinks are allowed in many tournament venues. Coolers are to be left in a designated area.

**Violation of the policies stated above will result in the player’s dismissal from the club, the payment contract is still in force and NO REFUND will be considered.**

**Player Signature** \_\_\_\_\_ **Date** \_\_\_\_\_  
**Parent Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

# Citrus Fusion Club Participation Agreement

Player: \_\_\_\_\_

## **Section I – Condition of Participation**

We, the parents/guardians of (Player) have read the enclosed information concerning the policies and practices of Citrus Fusion Volleyball Club hereafter called the (club). We agree, that having been selected to a team, to let him/her join the club for the season. We understand that we are responsible for all fees due by the players as well as her transportation to and from practices and tournaments, meals at tournaments, hotels, and player registration. Promotions and demotions are possible depending upon the development of the individual player including her commitment, coach ability, behavior, etc. We have read the material provided and understand the time commitment involved in practice and competition. We have reviewed the fee schedule in Section II of this agreement and understand that the individual must pay all fees regardless of the duration of participation. Understanding the stipulations and having discussed them with our child, we agree to and will support her participation in the club. We understand that once registered with and having competed with the club, the player will be unable to transfer clubs without the permission from Citrus Fusion.

Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

As the player, I understand the commitment I am making to the club and I am willing to commit myself to this program and my teammates for the season.

Player Signature \_\_\_\_\_ Date \_\_\_\_\_

## **Section II – Membership Fees**

The undersigned player and parent/guardian, hereafter designated as member, agree to accept membership in Citrus Fusion Volleyball Club for the 2023-2024 season. Membership entitles the member to participate in practices and tournaments specified for their age groups. Equal opportunity to participate will be provided during practices, however, court time at tournaments is not guaranteed, but is to be determined by the club staff. The total annual membership fee for this player is \_\_\_\_\_. (See Club fees and dues for membership fee).

- \*All payments are due on the date specified on the payment schedule
- \*Any returned checks will require \$50.00 fee
- \*A finance charge of \$25.00 will be applied if the account is more than 15 days past due
- \*If a player does not pay their dues, they are not allowed to practice or participate until dues are paid

The laws of the State of Florida will govern this agreement, together with any attachments(s), which supersedes all prior or written representations or communication between the parties. This agreement constitutes the entire understanding of the parties regarding the subject matter of this agreement, and may only be modified or amended by a written supplement signed by both parties.

Read, acknowledge, and agree on this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

Player Signature \_\_\_\_\_ Date \_\_\_\_\_



## CLUB RELEASE POLICY

Once a player has signed the Player Commitment Form for Citrus Fusion Volleyball Club, Inc. you are committed to be a member of this club for the season. In the advent a player wishes to be released from Citrus Fusion Volleyball Club, Inc.– the player must have extenuating circumstances for Citrus Fusion Volleyball Club, Inc. to consider releasing said player. If this is determined so by the Citrus Fusion Board, then the player must have all financial agreements paid in full before they will be released.

Once these items are met, the athlete/family in question must submit a written request for release to the Club Director at [citrusfusionvolleyball@gmail.com](mailto:citrusfusionvolleyball@gmail.com) and to the Florida Region at [office@FloridaVolleyball.org](mailto:office@FloridaVolleyball.org) stating the reason for the request.

*(Note: Club Directors will be required to respond to the Florida Region office within 3 business days of the date that the original request for release was received by the Florida Region office to indicate the club's intention. Failure to respond in the time allotted will allow the athlete in question to be released in the USAV Sports Engine registration system and the Florida Region will be absolved of any liability for releasing the athlete. Any outstanding financial obligations between the family and the club must be resolved between the related parties.)*

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Player Signature

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Date

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Parent Signature

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Date

## **Minor Athlete Abuse Prevention Policies (MAAP)**

### **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.

### **ONE-ON-ONE INTERACTIONS**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following one-on-one policy

#### **A. Mandatory Components**

##### **1. Observable and Interruptible**

- a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
- b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In-Program Contact not specifically addressed in other policies:
  - i. When a Dual Relationship exists; or
  - ii. When the Close-in-Age Exception applies; or
  - iii. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
    - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
    - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
    - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or
  - iv. In other circumstances specifically addressed in this policy that allow for

certain one-on-one interactions if USA Volleyball, the Region or Club receives parent/ guardian consent.

## **MEETINGS AND TRAINING SESSIONS**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Meetings and Training Sessions Policy

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

#### **2. Individual Training Sessions**

a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:

i. A Dual Relationship exists; or

ii. The Close-in-Age Exception applies; or

iii. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:

- (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
- (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

c. Parents/guardians must be allowed to observe the individual training session.

### 3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers<sup>3</sup>)

If 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'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
- <sup>3</sup> Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy.
- c. USA Volleyball, the Region or Club is notified that the provider will be meeting with a Minor Athlete; and
  - d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

## **B. USA Volleyball Recommended Requirements**

### 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'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.



## **ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Athletic Training Modalities, Messages, and Rubdown policy

### **A. Mandatory Components**

#### 1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- f. The provider must narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

#### 2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USAV, RVAs or Clubs, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. When possible, techniques should be used to reduce physical touch of the Minor Athlete.
- c. Only licensed providers can administer a massage, rubdown or athletic training modality.
- d. Coaches, regardless of whether they are licensed massage therapists, cannot massage Minor Athletes
- e. 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 an athletic training modality, massage, or rubdown.

## **LOCKER ROOMS AND CHANGING AREAS**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Locker Rooms and Changing Areas policy

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

Adult Participants must ensure that all one-on-one 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, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
  - i. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - iii. the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

#### **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 change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.

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 the Adult Participant(s) must abide by this request.

### 3. Media and Championship Celebrations in Locker Rooms

USA Volleyball may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- i. Parent/legal guardian consent has been obtained; and
- ii. USA Volleyball, the Region or Club approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. 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 in subsection (1)(a)(iii) above.

### 5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. USA Volleyball, the Region or Club 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.
- b. USA Volleyball the Region or Club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.

## **ELECTRONIC COMMUNICATIONS**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Electronic Communications policy

### **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 except:

i. When a Dual Relationship exists; or

ii. When the Close-in-Age Exception applies; or

iii. If a Minor Athlete needs a Personal Care Assistant and:

(1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and

(2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

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.

- 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 another Adult Participant or the Minor Athletes' parents/guardians.

### 3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

### 4. Requests to discontinue

Parents/guardians may request in writing that USA Volleyball or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Volleyball and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

### 5. Hours

Electronic communications must 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.

### 6. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes.

## **TRANSPORTATION**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Transportation policy

### **A. Mandatory Components**

#### 1. Transportation

a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:

- i. A Dual Relationship exists; or
- ii. The Close-in-Age Exception applies; or
- iii. A Minor Athlete needs a Personal Care Assistant and:

(1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult

Participant Personal Care Assistant to work with the Minor Athlete; and

(2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or

iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.

b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.

d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA Volleyball, the Region, or Club at least annually.

## 2. Shared or Carpool Travel Arrangement

USA Volleyball mandates parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

## **LODGING**

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Lodging policy

### **A. Mandatory Components**

#### 1. Hotel Rooms and Other Sleeping Arrangements

a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:

i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement;

ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement; or

iii. The Minor Athlete needs a Personal Care Assistant, and:

(1) The Minor Athlete's parent/guardian has provided advance, written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;

(2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

(3) The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

## 2. Monitoring or Room Checks During In-Program Travel

If USA Volleyball, the Region or Club 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.

## 3. Additional Requirements for Lodging Authorized or Funded by USA Volleyball, RVAs or Clubs.

a. Adult Participants traveling with USA Volleyball, the Region or Club must agree to and sign USA Volleyball, the Region or Club's lodging policy at least annually.

b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training 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 education 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, RVAs or Clubs ;
- b. An employee or board member of USA Volleyball, RVAs or Clubs ;
- c. Within the governance or disciplinary jurisdiction of USA Volleyball, RVAs or Clubs ;
- d. Authorized, approved, or appointed by USA Volleyball, RVAs, or Clubs to have regular contact with or authority over Minor Athletes.



**Amateur Athlete:** An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization 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, PSOs, 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 four 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 dual role or relationship with a Minor Athlete 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, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

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

**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. LAOs of USA Volleyball include all 41 Regional Volleyball Association regions and all volleyball clubs that are a member of those 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, an NGB, PSO, USOPC, or LAO.

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

**National Governing Body (NGB):** A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic 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 an athlete requiring 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.

**Paralympic Sport Organization (PSO):** an amateur sports organization recognized and certified as an NGB by the USOPC.

**Regular Contact:** Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.

**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.