

# 2022-2023 Parent Handbook



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## **Purpose and Mission Statement**

Florida Elite Volleyball Academy provides athletes with high-level technical skills training and tactical instruction in a positive learning environment that fosters personal growth and development. Our instruction instills the building of character and sportsmanship. We are dedicated to helping young athletes grow and excel in both volleyball and life.

Success will be measured by the strides each athlete makes. This is a competitive organization, but in the spirit of competition this club will not lose sight of the main purpose of the program. This program will serve to not only make these young athletes better volleyball players, but better people.

## **Teams**

Florida Elite Volleyball Academy will be participating in USAV and AAU sanctioned events. Every athlete will be required to purchase and link their membership to Florida Elite Volleyball Academy for the season. We are unable to register the athlete for any tournament until this takes place. Athletes will also not be allowed to practice without this membership.

All teams will consist of between 8-12 athletes. We do not guarantee equal playing time on any team or at any event. Playing time will be determined by their coach based upon performance, attendance, attitude, effort, and being coachable. Playing time will be equal at practice.

Every athlete is expected to plan to attend all practice, team meetings, scrimmages, and tournaments. If the athlete does need to miss an event, they must notify the coach in advance. It is understood that this may affect their playing time in the tournaments. Each athlete is expected to arrange their own ride to and from practice. In addition, each athlete is expected to be on time to practice. Every athlete must be dressed and on the court at the start of practice. Please remember that practice times are start times and not arrival times. Any athlete not fully ready by the start of practice is considered tardy, and could lose playing time as a result.

All athletes are expected to be positive and maintain a good attitude throughout the season. No bad mouthing coaches, players, directors, or anyone associated with the club. All athletes are expected to maintain good sportsmanship. Cell phones are not allowed during practice.

Black teams will practice 3 times per week - 2 indoor practices and 1 sand practice. They will participate in 9 tournaments, including 2 out of state tournaments and AAU Nationals.

Red teams will practice 3 times per week - 2 indoor practices and 1 sand practice. They will participate in 9 tournaments, including 1 out of state tournament and AAU Nationals.

White teams will practice indoors 2 times per week. They do have the option of adding 1 sand practice per week for \$400. They will participate in 8 tournaments, including 1 out of state.

Silver teams will practice twice per week, both indoors. They will participate in 6 tournaments. All tournaments will be within 100 miles of downtown Tampa.

### **Tournament Expectations**

1. All athletes are expected to be on time, fully dressed, and ready to warm up at the arrival time requested by the coach. Standard club policy is to arrive 1 hour before we play or 45 minutes before we ref.
2. All athletes are required to wear Florida Elite Volleyball Gear while at tournaments.
3. Parents/Guardians are expected to provide transportation for their athletes to and from the tournament locations. Please arrange transportation for your child if you are not able to attend. If you are not able to provide transportation, please let your coach know as soon as possible so arrangements can be made.
4. Athletes must remain in the facility during the tournament.
5. All athletes will be required to officiate at tournaments. This includes scorekeeping, refereeing, and line judging. All athletes must remain at the court, even if they are not officiating. Athletes are not allowed to leave without the coach's permission.
6. Athletes must use the buddy system at all times.
7. No use of cell phones while officiating.
8. Be respectful of all officials, opponents, coaches, and parents at all times. Remember that you are not only representing yourself, but Florida Elite Volleyball Academy.

## **Tuition and Payment Schedule**

Tuition to Florida Elite Volleyball Academy includes practices (indoor and sand), tournaments, sports packet, coaching, and administration costs. Sports packet includes 3 jerseys and 3 short sleeve t-shirts. Teams that have sand practice will also receive a Sandlife short sleeve t-shirt and long sleeve dry-fit shirt. Backpacks, hoodies, and additional gear is available for purchase.

U10-U17 Black Teams - \$4000 (9 tournaments)  
U18 Black Team - \$3700 (9 tournaments)  
U11-U17 Red Teams - \$3700 (9 tournaments)  
U18 Red Team - \$3200 (8 tournaments)  
U11-U18 White Teams - \$2900 (8 tournaments)  
Silver Teams - \$2000 (6 tournaments)

All teams require a \$700 non-refundable deposit to secure the athlete's roster spot. From there, payment schedule is as follows:

Payment due date	Black	Red + 18 Black	White	Silver
November 1, 2022	\$1300	\$1200	\$800	\$500
January 1, 2023	\$1000	\$900	\$700	\$400
February 1, 2023	\$1000	\$900	\$700	\$400

Sibling Discounts: 10% off for 2 or more athletes.

Payment Methods: We accept cash, check, credit card, PayPal, or Venmo. If you are paying by check, please make the check out to *Florida Elite Volleyball Academy*, and put your daughter's name and team on the check. Payments can only be given to club directors. Please do not give money to your coach. You can mail payments to 1601 Dogwood Lane, Brandon, FL 33510.

Late Payment Policy: There will be a \$50 fee for late payments and the athlete will not be allowed to participate in practices or tournaments until the payment is made.

Returned Checks Policy: Returned checks will be charged a \$35 reprocessing fee, and all future payments cannot be made by check.

### **Club Refund Policy**

Florida Elite Volleyball Academy will issue refunds at our discretion to players who are unable to finish the season due to a major physical injury. Player must provide a written note from a physician in order to be eligible to receive a refund. The amount of the refund will be determined by the directors at FEVA.

### **Club Dispute/Grievance Policy**

Florida Elite Volleyball Academy 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.

### **Social Media Policy**

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

## **Club Release Policy**

If an athlete decides they wish to leave Florida Elite Volleyball Academy, they following steps must occur:

The athlete/family must submit a written request asking for release to any of the Club Directors, at fevavolleyball@gmail.com, and the Florida Region at membership@floridavolleyball.org. Please state the reason for the request for release.

Florida Elite Volleyball Academy will release the athlete at it's discretion, and only once the following options have been completed:

Release Policy:

STEP 1 - The athlete/family in question must submit a written request for release to the Club Directors (Katia, Fernando, or Davis) at the club's email address: feva@fevavolleyball.com, and to the Florida Region at membership@floridavolleyball.org stating the reason for the request.

STEP 2 - Member must pay the entire tuition balance.

Transfer Policy: A player can represent only one club during the Season. A change in geographical location of the family due to a change in job, military, scholastic or inner-collegiate status may receive special consideration. No player may participate in different Qualifying events with different clubs/teams. Proof of residency must be provided by the family at the time of the release/transfer request.

Once an athlete has participated in a National Qualifier Event (Regional or NQ) they may not be released for the rest of the season to another club. Please refer to the USA Volleyball (USAV) Championship Manual on releases for athletes that participate in regional or national qualifying/bid events.

Parent Name (Print):

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Parent Signature:

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Date:

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# USA VOLLEYBALL MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAPP)

Effective September 1, 2021

## INTRODUCTION

The U.S. Center for SafeSport (the Center) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. Throughout this document the most commonly used terms are defined in the Terminology section in the back of this document.

### Authority

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of

2017 authorizes the Center to develop training and policies to prevent abuse—including physical,

emotional, and sexual abuse—within the U.S. Olympic & Paralympic Movement.

36 U.S.C. §

220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic

sports organizations must offer and give consistent training related to the prevention of child

abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors

and (2) subject to parental consent, to members who are minors. 36 U.S.C. § 220542(a)(2)(E).

Federal law requires that these policies contain reasonable procedures to limit unobservable and

uninterruptible one-on-one interactions between an amateur athlete, who is a minor, and an adult,

who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within

the U.S. Olympic & Paralympic Movement. 36 U.S.C. § 220542(a)(2)(C).

What is the MAAPP?

To that end, the Center has developed the Minor Athlete Abuse Prevention Policies

(MAAPP). The MAAPP is a collection of proactive prevention and training policies for the U.S.

Olympic & Paralympic Movement. It has three primary components:

1. An Education & Training Policy that requires training for certain Adult



Participants

within the Olympic & Paralympic Movement;

2. Required Prevention Policies, focused on limiting one-on-one interactions between

Adult Participants and Minor Athletes, that Organizations within the Olympic & Paralympic Movement must implement to prevent abuse;

3. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Paralympic Sport Organizations (PSOs), Local Affiliated Organizations (LAOs), the U.S. Olympic

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& Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting

their obligations under federal law (note: implementing these policies does not guarantee that an

organization or individual fully complies with federal law or all applicable legal obligations).

These Organizations should share these policies with all Participants and with parents/guardians

of minor athletes. Those implementing these policies should consider the physical and cognitive

needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse

prevention strategy. These policies address training requirements and limiting one-on-one

interactions between adults and minor athletes. These policies are intended to be enforceable and

reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an

adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or

practical. Additionally, there may be other instances when one-on-one interactions could occur,

and in those cases, these policies provide strategies so parents/guardians can provide informed

consent if they choose to allow a permitted interaction. The Center recommends that parents

first complete training on abuse prevention to be informed about potential boundary

violations and concerns before consenting to the interaction.

While the MAAPP will help organizations implement these policies to greatly improve

minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially

when the policies are not fully implemented, followed, or monitored. These

policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety<sup>1</sup>.

How Does the Center Ensure Compliance with the MAAPP?

<sup>1</sup> Saul, J., & Audage, N.C. (2007). [Preventing Child Sexual Abuse Within Youth-Servicing Organization: Getting Started on Policies and Procedures](#). Atlanta, GA: Centers for Disease Control and Prevention.  
Canadian Centre for Child Protection. (2014). [Child Sexual Abuse: It Is Your Business](#). Winnipeg, Manitoba: Canadian Centre for Child Protection.  
The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). [Final Report](#).  
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Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part II. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can act in their respective programs for violations of the MAAPP by Adult Participants. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

Yes. The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators can be sanctioned.

## SCOPE

The MAAPP Applies to “In-Program Contact” Within the Olympic & Paralympic Movement

The MAAPP is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), Local Affiliated Organizations (LAO), and Paralympic Sport

Organizations (PSO) within the Olympic & Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities

partially or fully under the Organization’s jurisdiction. For example,

Organizations must monitor

locker rooms at their facilities and sanctioned events. Other policies impose certain requirements

on Adult Participants under the Organization’s jurisdiction when the Adult Participant is having

“In-Program Contact.” For example, Adult Participants cannot have one-on-one electronic

communications with Minor Athletes that they coach.

Who is a Minor Athlete?

A Minor Athlete is an amateur athlete under 18 years of age who participates in, or

participated within the previous 12 months in, an event, program, activity, or competition that is

part of, or partially or fully under the jurisdiction of, USA Volleyball (USAV) or Regional

Volleyball Association (RVA).

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Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by the USAV, RVA, or Club, or any facility that

USAV, RVA or Club owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

An Adult Participant is any adult (18 years of age or older) who is:

1. A member or license holder of USAV, RVAs or Clubs;
2. An employee or board member of USAV, RVAs or Club
3. Within the governance or disciplinary jurisdiction of USAV, RVAs, or Clubs
4. Authorized, approved, or appointed by USAV, RVAs, or clubs to have regular contact

with or authority over Minor Athletes.<sup>2</sup>

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more

broadly to sport-related interactions. The MAAPP defines “In-Program Contact” as:

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of in-program contact include, but are not limited to: competition, practices,

camp/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.

Does the MAAPP Have Any Exceptions?

Yes. The MAAPP was written with certain appropriate exceptions in mind.

Exceptions are addressed in each policy and include:

<sup>2</sup>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.

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### 1. A Close-in-Age Exception

This exception applies to certain policies and allows for In-Program Contact between an

Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than four years older than the Minor Athlete.

**Note:** This exception is different than the close-in-age exception in the [SafeSport Code](#) pertaining to misconduct.

### 2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

### 3. Exceptions for Dual Relationships

This exception applies to certain policies when the Adult Participant has a dual role or relationship with a Minor Athlete. The exception requires written consent of the Minor

Athlete's parent/guardian at least annually.

Many of the exceptions require parent/guardian consent. The Center recommends parents

take training on child abuse prevention before providing consent under these policies. The Center

offers a free Parent Course at [www.athletesafety.org](http://www.athletesafety.org).

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic & Paralympic Movement who have (i)

regular contact with Minor Athletes, (ii) authority over Minor Athletes, or (iii) are employees or

board members of the USOPC, NGBs, PSOs, or LAOs, are required to take training. The specific

training requirements can be found in Part I.

Please refer to Appendix I for a chart of USA Volleyball Adult Participant Categories that have Regular Contact

with or Authority over minor athletes.

## PART I

### EDUCATION & TRAINING POLICY

#### A. Mandatory Child Abuse Prevention Training for Adult Participants

##### 1. Adult Participants Required to Complete Training

a. The following Adult Participants must complete the SafeSport Trained Core either

through the Center's online training or the Center's approved, in-person training:

i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;

ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;

iii. Adult Participants who are an employee or board member of USAV, RVA or Club.

b. Adult Participants who are medical providers required to take training under Section

(a) can take the Health Professionals Course in lieu of the SafeSport Trained Core.

##### 2. Timing of Training

Adult Participants must complete this training:

a. Before regular contact with an amateur athlete who is a minor begins; and

b. Within the first 45 days of either initial membership or upon beginning a new role

subjecting the adult to this policy.

Athletes turning 18 during the season, whose teammates are minors, will be required to

take "Core" SafeSport training upon turning 18-years-of-age. To avoid any disruption

in play, an athlete may complete the training at age 17 given parental consent to do so.

Once a player has turned 18, he or she will not be permitted to continue play until "Core" SafeSport training has been completed.

##### 3. Refresher Training

The above listed Adult Participants must complete a refresher course on an annual basis,

within 12 months after completing the SafeSport Trained Core. Every four years, Adult

Participants will complete the SafeSport Trained Core training. Medical providers can take

the Health Professionals Course in lieu of the SafeSport Trained Core and are required to

take the refresher courses on an annual basis if they meet the criteria for A(1).

#### B. Minor Athlete Training Must Be Offered

1. USAV, RVA, or Clubs, on an annual basis, must offer and, subject to parental consent,

give training to Minor Athletes on the prevention and reporting of child abuse.

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2. The Center offers youth courses, located at [www.athletesafety.org](http://www.athletesafety.org), that meet this requirement.

C. Parent Training Must Be Offered

1. USAV, RVA, or Clubs, on an annual basis, must offer training to parents on the prevention and reporting of child abuse.

2. The Center offers a parent course, located at [www.athletesafety.org](http://www.athletesafety.org), that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over Minor Athletes, should take the Center's brief Volunteer Course (or SafeSport Trained Core) before engaging or interacting with any Minor Athlete(s).

2. USAV, RVA or Club may provide training in addition to the SafeSport Trained Core, although they cannot refer to this training as "SafeSport" training. Training other than the SafeSport Trained Core or Refresher does not satisfy this policy.

3. Parents of Minor Athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

1. Exemptions from this Education & Training Policy may be made on a case-by-case basis for victims/survivors. Requests may be made directly to the U.S. Center for SafeSport at [exemptions@safesport.org](mailto:exemptions@safesport.org).

2. The Center will work with USAV, RVAs or Clubs on appropriate accommodations for persons with disabilities and individuals with limited English proficiency to satisfy these training requirements. USAV, RVAs and Clubs must provide reasonable accommodations and track any exemptions for individuals with disabilities and individuals with limited English proficiency.

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## PART II

### USA VOLLEYBALL REQUIREMENTS FOR EDUCATION & TRAINING

## AND PREVENTION POLICIES

All NGBs, PSOs, LAOs, and the USOPC (the “Organization”) must implement proactive policies

designed to prevent abuse. These organizational requirements are described below.

### A. USA Volleyball Requirements for Education & Training

1. USAV must track whether Adult Participants under the organization’s jurisdiction complete the required training listed in Part I.
2. USA Volleyball must, on an annual basis, offer and, subject to parental consent, give training to Minor Athletes on the prevention and reporting of child abuse.
  - a. For training to Minor Athletes, USA Volleyball must track a description of the training and how the training was offered and provided to Minor Athletes.
  - b. USA Volleyball is not required to track individual course completions of Minor Athletes.
3. USA Volleyball must, on an annual basis, offer training to parents on the prevention and reporting of child abuse.

### B. Required Prevention Policies and Implementation

1. USAV, RVAs and Clubs must develop minor athlete abuse prevention policies that contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
  - a. One-on-one interactions
  - b. Meetings and training sessions
  - c. Athletic training modalities, massages, and rubdowns
  - d. Locker rooms and changing areas
  - e. Electronic communications
  - f. Transportation
  - g. Lodging
2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

components or policies may not be feasible or appropriate. USA Volleyball may choose

to implement stricter standards than the model policies.

3. USAV must require RVAs and Clubs implement these policies within each Club.

4. USA Volleyball must implement these policies for all In-Program Contact.

- a. At sanctioned events and facilities partially or fully under the USA Volleyball’s jurisdiction, USA Volleyball must take steps to ensure the policies are implemented

and followed.

b. For In-Program Contact that occurs outside USA Volleyball's sanctioned event or

facilities, implementing these policies means:

i. Communicating the policies to individuals under USA Volleyball's jurisdiction;

ii. Establishing a reporting mechanism for violations of the policies;

iii. Investigating and enforcing violations of the policies.

5. USA Volleyball must have a reporting mechanism to accept reports that an Adult

Participant is violating USA Volleyball's minor athlete abuse prevention policies. USA

Volleyball must appropriately investigate and resolve any reports received, unless the

violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USAV may adopt the MAAPP as-is or adapt it to fit their needs. Regardless, each

Organization must submit their policies to the Center at [compliance@safesport.org](mailto:compliance@safesport.org) for

review and approval by January 31, 2021. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory

components of Part III become the default policy until the Center approves the policy.

2. USA Volleyball must require the RVAs and Clubs to incorporate the mandatory components of Part III. USAV may require that the RVA and Clubs implement USAV's

policies, which may be more stringent than the policies in Part III.

3. USA Volleyball may, in its discretion, require its National Member Organizations (NMO)

to implement these policies.

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• An NGB that chooses to require its NMOs to implement the Education & Training

Policy must obtain advanced, written approval from the Center to expand the training access to additional persons. Requests must be submitted to [ngbservices@safesport.org](mailto:ngbservices@safesport.org).

4. The mandatory components of Part III will serve as the default policy for any organization

that fails to develop its own policy as required by this section.

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## PART III



## REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and

valuable for development. Policies on one-on-one interactions protect children while allowing for

these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one

situations, it is critical that organizations limit such interactions between youth and adults and

implement programs that reduce the risk of sexual abuse.

### 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.

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### 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,

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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.

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## ATHLETIC TRAINING MODALITIES, MASSAGES, AND RUBDOWNS

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

the following Athletic Training Modalities, Massages, 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

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abuse prevention before providing consent for their Minor Athlete to receive an athletic

training modality, massage, or rubdown.

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## 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:

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- 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.

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## ELECTRONIC COMMUNICATIONS<sup>4</sup>

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.

4 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.

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## 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.

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## 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.

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## 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.

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## 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.

<sup>5</sup> 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

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**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.

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**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.

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