

Tribe Volleyball Handbook Player Commandments

2023/2024

TRIBE Player Commandments

One of my goals with TRIBE is to become the best volleyball player and person I can be. I understand that my participation in the Club requires that I conduct myself with these TRIBE Player Commandments at the forefront of my actions and behaviors. I understand that failure to meet these expectations will cause my playing time to be reduced or eliminated.

1. ATTENDANCE –I will attend all practice sessions, matches and tournaments. If I am unable to attend, I shall notify the coach or assistant coach 1 day prior to the session. I will provide a calendar of known dates that conflict with my commitment to practices and tournaments in advance to the parent representative and / or coach. I will never leave a practice or tournament without first receiving permission from my coach.

2. PARTICIPATION –I will exhibit a teamwork attitude, attend all practice sessions, matches and tournaments. I understand the coaches make the final decision on all play time and will support their decision. I will discuss my role on the team with my coach on a one-on-one basis and request feedback and suggestions to improve my skills and to increase my playing time.

3. SPORTSMANSHIP –I will be courteous and respectful, to the facilities I am practicing or playing in at all times, to all coaches, my teammates, my competitors, the referees, and others. I will exhibit exemplary sportsmanship whether the team is winning or losing, playing well or not playing well. I will be a positive model to my fellow players, coaches and the player's parents.

4. HELPFULNESS - I will arrive early to all practice sessions and tournaments. I will be prepared to assist in net setup and tear-down, gym or team "campsite" cleanup, share all referee, line judge and work responsibilities.

5. COURTESY –I will not use any inappropriate language or gestures during practice or tournaments or while representing TRIBE.

6. COOPERATION –I will cooperate with my coaches and teammates and be ready to play every position in the spirit of teamwork.

7. APPEARANCE –I will dress appropriately, in the team uniform, for all tournaments.

8. COMMITMENT –I will budget my time to meet the responsibilities of being a TRIBE team member, maintaining my academic goals, and participating in social and community projects.

9. COMMUNICATION –I will communicate both on and off the court with my teammates and coaches for mutual understanding. If I am concerned about playing time and skill development, I will communicate directly with my coach and request help.

10. ATTITUDE –I will work hard at practices and tournaments. I will take the time together as a team seriously. I will be attentive and focused on my coach's

instruction. I will embrace their suggestions for improvement with eagerness and appreciation from my coach. I will be responsive to their requests and be willing to try new or different things.

Athlete's Signature Date _____ Parent's
Signature Date _____

Team Philosophy

Elite and Travel Teams

This team level requires the **greatest level** of financial, travel, time, and attitude **commitment** towards playing TRIBE volleyball. As such, for both in- Region and out-of-Region competitive tournament events, all **playing time** for the team players **is based on what the Head and Assistant Coaches' feel will win** . This includes all decisions on rotation, substitutions, starting player assignments, etc.

This means that there will be **uneven playing time** for the players and the decisions are based on the coaches' discretion and his / her goals for the team. The Coach, Player, and Parent **Commandments** are to be applied to assure that any issues are proactively dealt with.

In addition, these **Elite / travel teams are expected to participate** in all of the **In-Region tournaments**, typically 2 to 6, **1 team (and possibly 2 teams) register for a berth to the National Tournament in July**. They will also play **in 2 to 5 Out-of-Region** tournaments.

Regional/Local Teams

These team levels require **a lesser level** of financial, travel, time, **But the attitude**

commitment and seriousness of each players' commitment towards playing TRIBE Volleyball Club **is mandatory to be equally as high as the 1 team.**

For these levels, both In-Region and Out-of-Region competitive tournament events, all playing time for the team players is based on what the Head and Assistant coaches feel will develop his/ her team and players skills. This will allow players more opportunities to learn and succeed, while still teaching and coaching to win. Decisions on the rotation, substitutions, starting player assignments, etc., may be made to develop a player versus always playing and starting the "best" players on the team.

Note: Coaches...this does not mean that you must have all players to play on a precise exact and the same amount of court time. Be aware there is a balance between teaching the team to "want to win" and your decision to show up and to play just to play. The intent of this philosophy is to **work hard to win**, but not at the expense of losing out on providing an opportunity for you to teach and for those players to develop and learn. The Coach, Player, Parent Commandments are to be applied to assure no issues or that any issues proactively dealt with. Playing time for players, will be close but not necessarily balanced for all. Some players will get more playing time and some players will get less.

Minor Athlete Abuse Prevention Policies (MAAPP)

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies to satisfy these requirements, USA Volleyball provides these policies to USAV member clubs. Clubs may choose to implement stricter standards.

Required Policies:

- 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**

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

- **All one-on-one In-Program Contact between an Adult Participant and a Minor**
Athletes must be observable and interruptible, except in emergency circumstances.
- **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

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iv.

(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

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

- **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.**
 - **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**
 - **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 trainers³)**

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:

- If the door remains unlocked; and
- 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

3 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. USAVolleyballRecommendedRequirements

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, 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:

- **Be observable and interruptible; and**
- **Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and**
- **Have documented consent as explained in subsection (2) below; and**
- **Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and**
- **Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.**
- **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

- **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.**
- **When possible, techniques should be used to reduce physical touch of the Minor Athlete.**

- Only licensed providers can administer a massage, rubdown or athletic training modality.
- Coaches, regardless of whether they are licensed massage therapists, cannot massage Minor Athletes
- 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 Dual Relationship exists; or
- The Close-in-Age Exception applies; or
- 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**
- 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.
 - 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.
 - 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.
 - 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

- **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.**
- **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 COMMUNICATIONS⁴

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

- **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.**
- **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.

- 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.

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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

- **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.**
- **Minor Athlete(s) or their parent/guardian can withdraw consent at any time.**
- **An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.**
- **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**

- **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.**
- **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.

- **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.**
- **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 member or license holder of USA Volleyball, RVAs or Clubs ;
- An employee or board member of USA Volleyball, RVAs or Clubs ;
- Within the governance or disciplinary jurisdiction of USA Volleyball, RVAs or Clubs ;
- Authorized, approved, or appointed by USA Volleyball, RVAs, or Clubs to have regular contact with or authority over Minor Athletes.⁵

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.

5 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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APPENDIX I

CHART OF POSSIBLE ADULT PARTICIPANTS IN USAV:

Adult Participant Regular Contact

**USAV Staff/Interns X USAV Board Members
Region/Club Staff X Region/Club Board Members**

Coaches X

Officials X

USAV Members 18 years or over X on teams with Minors

Chaperones X Club Administrators X Arbitrators X Medical Professionals X Athletic Trainers X Independent Contractors X

Authority Over

X X X X X X

X X X X X

USAV Members 18 and over who are only participating in Opens (i.e., not also a club coach, chaperone, or board member) with no minor players are not required to take training.

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TRIBE Grievance Process

As stated in your Online Contract there will be NO REFUNDS Given

There are two aspects of this TRIBE Grievance Process. The first is when a player or parent has an issue or concern with the TRIBE coach or team. The second is when the TRIBE coach has an issue with a parent or player. There is a 24-hour rule that no parent can voice a concern about playing time proceeding a tournament.

PLAYER OR PARENT -If a player or parent has a concern or issue with a coach, the following procedure will be followed:

1. STEP 1 -The player should discuss the concern / issue with their coach and work to a mutually agreeable solution. None of the coaches should be considered unapproachable.

TRIBE strives to ensure all coaches are willing to listen to a player's concern. Until the coach is made aware of the concern/ issue, nothing can be done to alleviate it. To Benefit the player, it is preferred to avoid waiting until the end of the season to voice any concerns

2. STEP 2 -If the concern / issue is not resolved to the player's satisfaction, the player and her parents may make an appointment to privately speak with the coach.

3. STEP 3 -If a solution is still not reached, a player or parent can contact the Club Director to set up a meeting with the player, parents, coach.

4. STEP 4—Agree to disagree. If a solution is still not reached, a player or parent can elect to resign as a member of TRIBE. **There will be NO REFUND Given.**

COACH -If a coach has a concern or issue with a parent or player, the following procedure will be followed:

1. STEP 1 -The coach will verbally express their concern / issue with parent or player. A review of the Parent and Player TRIBE Commandments will be suggested.

2. STEP 2 -If the concern / issue recurs, the Coach will issue the parent or player a “yellow” card. The “yellow” card is a final warning to the parent or player that continued behavior is the “last straw” prior to ejection from the practice or tournament.

3. STEP 3 -If the parent or player behavior continues to be inconsistent with the Parent and Player TRIBE Commandments, the Coach will issue the parent or

player a “red” card. The “red” card is an official ejection from the practice or tournament. There is no appeal process.

The Parent and Player TRIBE Commandments are the guiding principles for determining what is or is not inappropriate behavior for the “yellow” and “red” card situations.

Athlete's signature and date _____ Parent's

signature and date _____

Club Release Policy

If an athlete/family decides to depart Tribe Volleyball during the respective season, the following steps must take place:

Release Policy:

STEP 1 - The athlete/family in question must submit a written request for release to the Club Director, Dean Barboza, tribevball@gmail.com and to the Florida Region at registrar@FloridaVolleyball.org stating the reason for the request.

STEP 2 - Club will release the athlete immediately once the following item(s) have been completed:

1. Members must remit all financial obligations agreed upon contractually. Payment Option – Member pays full cost of season. Members will get no refund for payments already received.

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) Parent

Signature _____ Date: