

Season

19...20



**PSVA VOLLEYBALL ACADEMY  
2019 - 2020**

**PLAYER/PARENT HANDBOOK**

# 19-20 PLAYER/PARENT HANDBOOK

PSVA Volleyball Academy is a 501(c) Federal non for profit youth sports organization established to provide youth athletes in Northern Florida with quality volleyball training program and a platform to showcase their talents in a competitive and learning environment. Many of our club athletes have grown to experience higher levels of personal achievement and team success. Our Coaches and staff are pleased to have you as a member of PSVA as we embark on our season of competition in the USA Volleyball and AAU leagues.

## “Preparing Today’s Athletes for Tomorrow’s Success”

### Goals of our program:

- Teach the athlete to achieve and meet their potential, as an individual and as a member of a competitive volleyball team.
- Teach athletes how to set realistic goals and to strive to achieve those goals both in practices and in competitions.
- Instill in each athlete a positive attitude toward; the sport, our club, teammates, coaches, hard work, dedication, winning, losing, and our competitors.
- Build strong teams and qualify for the USA Junior Olympic National Championships.
- Provide opportunities for recruiting and scouting exposure to college bound athletes.

### PSVA Volleyball Academy Coaches

PSVA Volleyball Academy seeks and employs quality and experienced coaches to instruct and lead our club teams. Our directors and staff members attempt to match coaches to meet the needs of each individual team. All coaches will attempt to communicate with players and parents in a constructive, positive, and professional manner. Each will strive to be firm, fair, consistent, encouraging mentors who will train each athlete accordingly, in all aspects of volleyball and use the defined disciplinary measures (listed in this handbook) whenever necessary. Their goal is to instruct and assist each team member to perform up to their individual ability and potential. All coaches will be required to undergo a personal background check.

## Policies and Team Expectations

For our program to be successful, team rules as well as policies discussed in the handbook must be followed and enforced. Our program is committed to treating all athletes fairly and gives each individual the opportunity to improve the many skills associated with the exciting, demanding, and rapidly changing sport. The following information is provided as a guideline and to enhance communication between coaches, athletes and parents. Brief explanations of policies and are as follows:

### Attendance Policy

**All practices and tournaments are MANDATORY.** Any absence from practice or events warrants a call from the parent to the coach. Athletes should give a 24 hour min. advanced notice when an absence is unavoidable. Please keep in mind that any absences may have a negative effect on the athlete's playing time and/or lead to the possible removal from the team. If you are a two-sport athlete, please see the club director in advance to discuss possible practice conflicts and develop a practice schedule that is acceptable to all.

- Players will be in the gymnasium properly dressed and prepared to practice 15 minutes prior to the announced practice start times.
- Players will attend all practices and tournaments unless they are physically unable to be present.
- The players understand that if they are not present at practice the week before a tournament, the coach/director may decide they cannot play in that tournament.
- The Players & Parents understand that any unexcused absence may disqualify the player from the first match of the next tournament.
- ***Three (3) unexcused absences may result in dismissal from the team.***
- The player is responsible for notifying the coach via email or voice mail in advance of conflicts that may hinder their ability to attend practices and/or tournaments.
- The PLAYER or PARENT is solely responsible for contacting the Head Coach. Neither friends nor teammates will be allowed to do so and any attempt will be counted as an unexcused absence.
- The player understands that they WILL NOT play in the first set of the next tournament if they have an unexcused tardy (lateness) or an unexcused practices from any practice between tournaments. (Two tardies, two sets, and so on). ***Three (3) unexcused tardies at any point in the season may result in dismissal from the team.***

## Player Guidelines, Training and Tournament Policies

Players must call their coach at least **ONE HOUR** before practice if they will not be in attendance. Athletes who miss practice are missing valuable information and training time and, potentially, may have their playing time decreased. To emphasize player responsibility, we **DO NOT** want parents to call on behalf of their child (**with the exception of the 13 and under parents/players**).

To promote team and program unity, all athletes are required to wear practice uniforms at all practices and full game uniforms at all tournaments. Team uniforms do not include jewelry, wristbands, or headbands. Pants or shorts are to be worn over spandex outside of the gym.

To prevent choking and 'sticky' situations, players will not be allowed to chew gum during practices, while playing, or while officiating at events. To ensure the safety of fans and spectators and to prevent damage at playing sites, ball handling will only be done in the gymnasium.

Transportation to all practices is the responsibility of the players and their parents. Transportation to competitions is the responsibility of the players and their parents, however when flying to a tournament, transportation might be provided for the players from the team hotel to the tournament site.

### **TOURNAMENT POLICIES:**

Teams will arrive at the playing site **at least 1 Hour prior** to their first match (45 minutes for refereeing and 1 hour for playing the first match).

All players are required to wear PSVA issued attire upon entering and leaving the gym. All players must also match practice t- shirts at tournaments or any other volleyball related function.

No food, drinks (other than water), or chewing gum is permitted in any gym at any time. Florida Region rules allow a tournament director to penalize teams if parents and/or supporters ignore this rule. All athletes are expected to attend every tournament. If an athlete cannot be at a tournament, she must inform the coach as soon as she knows she will be absent so that the coach can make appropriate changes to practices or lineups.

It is the athlete's (not the parent's) responsibility to make arrangements with the coach.

Athletes should remain together as a team during tournaments. Team chemistry and unity is extremely important.

Athletes may not leave a tournament site until excused by the coach.

### **OFFICIATING:**

To ensure fairness in distributing officiating duties, every player will attend a referee/scorer clinic. In addition, players may leave a tournament only after all refereeing duties have been completed and permission has been obtained from the team coach.

### **TRAVEL:**

Athletes will be required to obtain permission from their team coach before leaving a hotel or playing site.

When traveling via airline, PSVA expects all teams to dress accordingly. If the team decides to wear PSVA apparel, every member of the team should wear the same thing. If the team decides to just look nice, please use good taste when selecting your attire for the airline. No midriffs or "daisy dukes" please.

We encourage parents to travel with the team to different events, but this is an extra expense to the family. The team is attending an event to **PLAY VOLLEYBALL**.

## **PRACTICE POLICIES:**

Always be on “Lombardi Time” for practice (at least 15 minutes early). We have limited gym space and to avoid another team’s practice starting late or your practice running short, every athlete must be dressed, warmed up, and ready to go at the practice time listed.

Volleyball shoes should be carried into practice and tournament venues and only worn for practice and games to assure that the shoes last longer and our practice facilities remain clean.

All athletes are required to wear PSVA practice apparel to practice. If your team has more than one color shirt, make sure that everyone knows which color to wear on which practice days. Each team is required to wear the same practice t-shirt at practice.

If an athlete is late arriving to a practice, she must change into her practice gear, report to her coach and explain why she is late. Her coach, in his/her sole discretion, will determine any corrective action to be taken.

An injured athlete who attends school is expected to attend PSVA practice, even if she cannot physically participate in practice. This policy is to offer support to her team as well as to assist the coach if needed.

Practices are for you, the athlete, to improve skills. You get out of it what you put into it...always give 100% of the energy you have at that moment in practice. You play how you practice!

## **Club Membership Dues**

Once chosen to participate on a team, members can pay their club membership dues in one single payment or in separate monthly payments.

Personal checks, sponsor checks, money orders, cashier’s checks, PayPal, UpperHand and cash payments are accepted. Please make all payments payable to PSVA Volleyball Academy.

### **Discounts/Incentives;**

**Sibling Discount** – 5% of the total dues.

**Referrals** - \$100 off the dues for the family who refers the new player, the new player also gets \$100 off her/his dues.

At PSVA, we understand that cost are of utmost concern and we strive to offer fundraisers and other means by which a parent or athlete can offset their cost. The primary uses of all individual fundraising for PSVA go directly to the individual’s account. Club Fundraising is also a part of PSVA which the majority of these funds going to offset operational fees and overhead. However, PSVA fundraising is not a “team” effort. Only those who participate and work for the money will benefit from the funds raised.

PSVA also offers an extensive Financial Aid program. This program includes options to work FSU athletic events and PSVA hosted tournaments.

ALL fundraising ideas for each season must first go through the Directors. If you have any questions on fundraising or have ideas on fundraising opportunities, please contact Coach Roberts via e-mail, or via phone at 850-2093769.

If you leave a message, we will try to call you back within 24 hours.

## **Invalid Credit Card & Returned Checks:**

In the event that a credit card needs to be charged and is later found to be invalid, an additional \$25.00 fee will be added to the bill and, if the payment is NOT made in full within 10 days, your daughter will be ineligible to practice or play until the payment is settled with the PSVA office. Returned checks will be charged a \$50.00 reprocessing fee. Once again, if not paid in full within 10 days of the returned check notice, your daughter will be ineligible until the full payment is settled with the PSVA office.

*Any overdue payments will incur an additional \$25 late fee.*

## **Commitments of a Junior Program Player**

You have been selected to play on one of PSVA Volleyball Academy teams. We want to make you aware of the responsibilities that come with this honor and also to let you know what PSVA will provide in return. We know that your commitment to a PSVA junior team will expose you to high quality volleyball, provide you with a valuable educational experience, and allow you to develop lifelong friendships.

- A. A non-refundable financial commitment is required by each player selected. This amount is due, in full, on the day of selection of the team.
- B. All items listed in the budget will be covered by your fees, including:
  - 1. Coaches: Registration, travel, pay
  - 2. Facility costs, insurance, general liability
  - 3. Balls, ball cart, training equipment, and nets
  - 4. Prostyle Power House Training – Black & Red Teams 2x a week  
Local Teams 1x a week
  - 5. Gym Time for practice- Black & Red - Teams 3x a week  
Local Teams 2x a week
  - 6. High Quality Coaching
    - i. PSVA Membership
    - ii. Officiating and scorekeeping clinic
  - 7. Equipment (balls, medical/First Aid kits, etc.)
  - 8. Uniforms (varies due to team)
  - 9. Recruiting information & assistance with colleges
  - 10. HUDL membership for every player 15 and older.
  - 11. Administration fees
  - 12. Web site exposure
  - 13. Tournament Entry Fees

### ***C. EXTRA EXPENSES WHICH ARE NOT INCLUDED (IF SELECTED):***

- 1. Making of a Professional Recruiting Video - \$200
- 2. Private Instruction - \$60 per hour.
- 3. Travel to Tournaments including all airfare and hotel expenses
- 4. **ALL EXPENSES AFTER THE MAY REGIONAL TOURNAMENT IN ORLANDO**
  - i. **USAV National Tournament (if you Qualify)**
    - 1. **Coaches Fees**
    - 2. **Gym Fees**
    - 3. **Hotels for Coaches**
    - 3. **Entry Fees for Team**
    - 4. **Airfare for Coaches**

## Online Registration with USAV & AAU

Online registration will be done after the signings. The USAV and AAU are requiring each member to register online individually. Each player who played in the region last year is already in the system. However, the athlete or parent must log on and update registration information and re-submit it to the region. All players must log on and fill out the online forms and pay the registration fees. This fee is **NOT** included in PSVA dues. Everyone can access and complete the registration process by going to the region's web site, <http://www.floridavolleyball.org> and [www.aausports.org](http://www.aausports.org). ***Print the registration confirmation and other forms on the site and bring a copy to your coach.***

## Parent's Information

PSVA Volleyball Academy can teach many positive traits, such as spirit of cooperation, self-discipline, and respect for commitment to excellence. In order for these positive traits to take hold, the adults around them must also set proper examples. Parents are welcome and encouraged to attend team practices and become familiar with our program and training procedures. However, if any problems should occur, we may ask that there are no spectators in the gym in an effort to have athlete's full attention and avoid any possible distractions.

We ask that parents:

- Refrain from criticizing a teammate of their child, other parents, or opposing players, coaches, etc.
- Refrain from giving instruction or coaching advice to players from sidelines or during any practice or tournament.
- Please remain respectful at all contests.
- Let the coaches handle situations that arise from a poor call or disagreement.
- Support and encourage good work ethics, cooperation, dedication and hard work in their child.
- **CONTACT THE COACH OR THE CLUB DIRECTOR AFTER A 24-HOUR PERIOD IF THERE IS A CONCERN OR GRIEVANCE. COACHES AND THE DIRECTOR SHOULD NOT BE APPROACHED DURING A PRACTICE OR TOURNAMENT.**

## Parent Participation in PSVA Volleyball Academy:

There will be many opportunities to participate in the Club this year. These volunteer opportunities are a great way to become more involved. The amount of parental involvement helps determine how smoothly the team will run. Each team will have a Team Parent who helps coordinate various issues between the coach/club/team. The following two team roles will be coordinated through the team parent:

- Travel/Food Coordinator
- Video/photo Coordinator

## “Success Begins with a Positive Attitude”

The PSVA Volleyball Academy has established a volleyball program in which everyone can be proud to be a part. We consider ourselves elite. To continue this tradition, a positive commitment from coaches, players, and parents is required.

Our coaching staff must be committed to have up to date knowledge to teach the fundamentals of the game and the ability to motivate our players to their maximum level of performance. They must have patience and, above all, the ability to communicate with positive reinforcement and to assist each player in any way possible to achieve the goals established by that player.

Our players must be committed to the program as established by the coaching staff, to practice and play with competitive attitudes, and to maintain good sportsmanship at all times. Finally, our parents must be committed to the program as established by the coaching staff and should maintain a positive attitude toward the program at all times.

Parents must eliminate their own ego from the process and see the game without parental eyes. Parents should become knowledgeable of the game to understand how it is played and appreciate the efforts of ALL the players. It is extremely important to the maintenance of our program and to the accomplishment of our goals that coaches, players, and parents maintain a positive attitude. So much can be accomplished if we believe in and are committed to the same system. In the past, three negative complaints have been heard from parents, which served only to limit the overall success of the team and the club. They are as follows:

**My daughter is on the wrong team** – This generally means that the player is not on what is considered to be “the number one team”. (Very rarely does anyone ask to move down). Methods used to assign players to teams are based on an evaluation conducted in a professional manner based upon the consensus of the club directors. Time has shown that team assignments are made fairly with few mistakes. Players have been and will continue to be moved if the qualified individuals feel that it is in the player’s best interest to do so.

**My daughter is not playing the right position** – Often times a player is the shining star on a high school or middle school team at a particular position and is not allowed playing time at that position in PSVA. There are several reasons for this. First, we all have to remember that the competition within PSVA is a lot stronger than on school teams, therefore, the competition for each position is more intense than in a school environment where the number of skilled players may be limited. Second, the coach may have a particular need at a certain position and the player is the only one with the requisite skills to fill that need. In any event, talk to the coach first about any concern you may have and then support the coach’s decision. One further note: **Do not, under any circumstance, corner the coach at a tournament. A meeting time should be scheduled to discuss such a matter. PSVA requires a “24-hour rule” for parents to talk to coaches about issues with his/her daughter’s playing time, team, etc.**

**My daughter is not playing enough** – This can be a common question or complaint. When playing for PSVA at the Black/Red level, players will not always play the same amount of time. We cannot provide a guarantee of playing time. PSVA does provide a guarantee of the right to practice with players of equal or better ability and, through hard work, to improve skill levels and to compete for the opportunity to play.

**Playing time is earned, not awarded.**

**Negative comments directed to other parents, coaches and players concerning offensive schemes, defensive schemes, players’ positions, who is playing, etc. or providing excuses to players for poor performances “HAVE NO PLACE IN OUR PROGRAM”.**

**Help maintain an excellent program by supporting coaches and players with a positive attitude.**

**\*\*Repetitive complaining to the athlete(s) or to a third party that interferes with the club’s efforts to pursue its’ stated mission and purpose may be a cause, in the sole determination of the club, to ask the member to resign with NO REFUND.\*\***



## **GRIEVANCE POLICY & PROCEDURES “24 HOUR RULE”**

Knowing when to communicate and how to communicate with your athlete’s coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time.

PSVA has always tried to encourage the athlete to talk to the coach when she has a problem with her playing time. If the athlete is unsure or unclear about what the coach expects from her, either in practice or in competition, the appropriate action is for the athlete to communicate with the coach as to what she needs to do to get more opportunities to play in matches or at another position.

When parents have a problem that is specific to their own athlete, we also encourage them to speak first to the coach. Coaches **WILL NOT** discuss “coaching decisions”. Coaching decisions include, among other things, specific match decisions (who played when, who was subbed in/out and when, etc.). Playtime is a very complex determination. It includes the coach’s opinion, the athlete’s ability, the athlete’s potential, the team’s needs at the moment, the momentum of the game, and the team’s needs for the future. The coach will not be required to defend his/her thought process or conclusions in these determinations, and it is improper for a parent to make such a request.

In addition, PSVA instructs coaches not to discuss any athlete other than the parent’s own or the actions of any other PSVA coach. If you, as a parent, have legitimate concerns about a coach other than your athlete’s coach, or with an athlete other than your own, you must address the directors.

### **POLICY ORDER:**

**Step 1.** The athlete should first speak to the coach about the matter. If the matter remains unresolved, or the athlete has a reasonable concern that speaking to the coach will not resolve the matter, **then move on to step 2.**

**Step 2.** The parents should speak or meet with the coach. Parents and/or athlete should contact the coach via the telephone to set up a meeting time **(NOT DURING A TOURNAMENT).**

- A parent should never approach a coach at a tournament. We have instructed the coaches to follow the “24 hour rule”, to refuse to discuss any controversial matter, and to refer the parent to the Directors. The coach will then walk away.
- The recommended time for a parent to schedule a meeting is usually before or immediately following a scheduled practice.

If the matter remains unresolved or if the parent has a reasonable concern that speaking with the coach will not resolve the matter, **then go to step 3.**

**Step 3.** The parent may speak to the Director (s) and request a meeting with the coach and Director (s) together. If this does not resolve the matter, **then go to step 4.**

- In certain situations, PSVA may request the athlete to also attend.
- Meetings should be previously arranged. This will not take place at a tournament site.
- The Director(s) will not engage in discussions about coaching decisions.

**Step 4.** If the parent or athlete is not satisfied by the action of the Directors, they may request, in writing, that the player is moved to a practice squad.

### **Refunds and Deposits:**

Upon making any PSVA team, at a regular or supplemental tryout, there is a **non-refundable** deposit (depending upon the team) due to secure the spot. Subsequent refund of any club dues is based on the number of players per team **and given for medical reasons ONLY**. All refunds are reviewed on a case by case basis. All final decisions are determined by the Directors.

Any dispute with the club must be submitted to the Directors in writing, including the date of incident or injury, Dr. notes including type and length of disability, and the duration of club participation. All disputes which include complete documentation as previously stated will be considered.

All issues or disputes, regardless of the nature or source, must follow the previously detailed club “Policy Order” as stated in numerals 1-4 above.

## ***OTHER POLICIES REGARDING GRIEVANCES WITH PSVA VOLLEYBALL ACADEMY***

PSVA will not tolerate hostile, aggressive confrontations between a parent and any official, coach, athlete, or another parent, whether the confrontation is within the club or not.

1. **Violation of this policy may result in the athlete being dismissed from PSVA WITHOUT REFUNDS.**
2. It is inappropriate for an athlete or parent to approach other PSVA members about a problem the athlete or parent is having with a PSVA coach.
3. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the club. For the psychological health of the teams and the club as a whole, grievances need to be handled between the parties involved and the decision makers in the situation.
4. Remember...Competitive team athletics, by nature alone, create situations where everyone may not be happy all of the time.
5. Any member who is approached and asked to listen to or to express an opinion about matters between two other parties in the club is **strongly** encouraged to refer the complaining party to take the matter up with either the coach or the directors.
6. Any member who, as a third party, hears remarks or stories about PSVA, its' employees or its' policies, that cause the member to be concerned, is encouraged to call the Director (s) immediately to determine the facts, or to alert the club administration to a situation of which it may be unaware.
7. By the time the story gets to a third or fourth party, it frequently bears little resemblance to the truth or to the facts of the situation.
8. It is also detrimental to the athlete and disruptive to the team to complain to the athlete about the coach, the coach's style, or the PSVA policies.
9. If you, as a parent, are unhappy or concerned about any matter, address the party in control. If the athlete is unhappy, she needs to address the appropriate party.

### **Disciplinary Steps by PSVA Coaching Staff**

Step 1: Verbal warning – given by coach or director to the player

Step 2: Set up a meeting between coach(es)/director and parents.

Step 3: If problem persist after having completed Step 2, set up a meeting with the club director.

Athletes who are expelled from the program, at the discretion of the club director, will be dismissed **WITHOUT REFUND**. The individual shall be removed from the PSVA Volleyball Academy. This action may be for the remainder of the current season or a specified number of years. Implementation of suspension or expulsion will also result in a conference with the parents. In the event of an expulsion there will be no refund of fees.

Parents should not make excuses for athletes. Please support the coach's decisions. If there are any disagreements, to avoid turmoil, please talk with the coach about the disagreements, not athletes or other parents. Please attempt to discuss grievances and concerns with the team coach. If a problem(s) cannot be resolved, then, contact the club director to schedule a conference meeting to resolve the issue(s).

Coaches WILL NOT discuss "coaching decisions". Coaching decisions include, among other things, specific match decisions (who played when, who was subbed in/out and when, etc.). Playtime is a very complex determination. It includes the coach's opinion, the athlete's ability, the athlete's potential, the team's needs at the moment, the momentum of the game, and the team's needs for the future. The coach will not be required to defend his/her thought process or conclusions in these determinations, and it is improper for a parent to make such a request.

# PSVA VOLLEYBALL ACADEMY (DIRECTORS; SHEILA ROBERTS & GOKHAN YILMAZ) MINOR ATHLETE ABUSE PREVENTION POLICIES

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

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

## **SafeSport Club Policies**

1. One-on-One Interactions, including meetings and individual training sessions (Clubs are required to establish reasonable procedures to limit one-on one interactions, as set forth in federal law)
2. Massages and rubdowns/athletic training modalities Locker rooms and changing areas
3. Social media and electronic communications
4. Local travel
5. Team travel

These policies shall apply to the following:

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

(Collectively “Applicable Adult” for the purposes of this policy)

## **POLICY 1 - ONE-ON-ONE INTERACTIONS**

### **Observable and interruptible**

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB** are permitted if they occur at an observable and interruptible distance by another adult.

One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are prohibited, except in the circumstances described in meetings with mental health care professionals and health care providers of this section and under emergency circumstances.

Meetings between Applicable Adults and minor athletes at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB** may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

If a one-on-one meeting takes place in an office at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB**, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

### **Meetings with mental health care professionals and health care providers**

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under the jurisdiction of **FLORIDA REGION CLUB**, a closed-door meeting may be permitted to protect patient privacy provided that:

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

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

### **Individual training sessions**

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the jurisdiction of **FLORIDA REGION CLUB** if the training session is observable and interruptible by another adult. It is the responsibility of the

Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

## **POLICY 2 - MESSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES**

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue under the jurisdiction of **FLORIDA REGION CLUB** must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

### **LOCKER ROOMS AND CHANGING AREAS**

#### **Non-exclusive facility**

If **FLORIDA REGION CLUB** uses a facility not fully under their jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein. What are Applicable Adults in categories 1-4? Was that what was referenced in the beginning? If so, they would need to be numbered 1-4 for reference.

#### **Use of recording devices**

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under the jurisdiction of **FLORIDA REGION CLUB** is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the **FLORIDA REGION CLUB** and two or more Applicable Adults are present.

#### **Undress**

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

#### **One-on-one interactions**

Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under

the partial or full jurisdiction of **FLORIDA REGION CLUB** , except under emergency circumstances.

If **FLORIDA REGION CLUB** is using a facility that only has a single locker room or changing area, separate times will be designated for use by Applicable Adults, if any.

### **Monitoring**

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

## **POLICY 3 - SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS**

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

### **Content**

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

### **Open and transparent**

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor athlete's legal guardian will be copied.

If a minor athlete communicates to an Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor athlete's legal guardian.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.

Minor athletes may "friend" the organization's official page.

### **Facebook, Myspace, blogs, and similar sites**

Coaches may not have athletes of **FLORIDA REGION CLUB's** Team join a personal social media page. Athlete members and parents can friend the official **FLORIDA REGION**

**CLUB's** Team page and coaches can communicate to athlete members through the site. All posts, messages, text, or media of any kind between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

### **Twitter, instant messaging and similar media**

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

### **Email and similar/electronic communications**

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

### **Texting and similar electronic communications**

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

### **Electronic imagery**

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default policy of **FLORIDA REGION CLUB** to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club. Imagery must not be contrary to any rules as outlined in **FLORIDA REGION CLUB's** Participant Safety Handbook.

### **Request to discontinue all electronic communication or imagery**

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

## **Misconduct**

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

## **Violations**

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

## **LOCAL TRAVEL & TEAM TRAVEL**

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) Any adult authorized **FLORIDA REGION CLUB** to have regular contact with or authority over an amateur athlete who is a minor – This sentence doesn't necessarily make sense
- 3) Adult staff and board members **FLORIDA REGION CLUB**

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

## **POLICY 4 - LOCAL TRAVEL**

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

### **Transportation**

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.



## **POLICY 5 - TEAM TRAVEL**

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

### **Team/competition travel**

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with said Applicable Adult.

### **Hotel Room**

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

However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete

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

Team personnel should ask hotel to block adult pay per view channels.

### **Meetings**

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

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