



2022/2023 HANDBOOK

TABLE OF CONTENTS

PAGES 2-7 :	Player/Parent or Guardian Contract
PAGES 9-25 :	Minor Athlete Abuse Prevention Policies
PAGES 26-28 :	Financial Agreement and Refund Policies
PAGE 29:	Club Release Policy
PAGES 30-31:	Dispute/Grievance Procedure

Naples Beach Volleyball Academy

Player/Parent or Guardian Contract

TRYOUTS/PLAYER EVALUATIONS

Summer program tryouts/evaluations are held in June. Tryouts are held to place players in a program based on the recommendation of multiple coaches. It's typical that more than one team will be fielded in each age program of an age group and therefore some shuffling of players is typically done early in the summer to finalize rosters. Players will be constantly evaluated throughout the season. The coach will make recommendations to move players to a higher or lower level team based on their progress.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

MEMBERSHIPS (USAV/AVP)

All Travel team players must be a current member of BOTH the AVP and USAV. If a players' membership expires, they will not be allowed to participate in practice or tournaments. **MEMBERSHIP IS REQUIRED FOR INSURANCE.**

Membership season opens on Sept. 1st for USAV each year. Memberships must be affiliated with our club or the membership will not be valid. APV Next membership is required to compete in most beach tournaments in Florida and can be renewed at anytime.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

ATTITUDE

Players are expected to support their teammates and there is no place on a team for negative comments regarding coaches, teammates, officials or parents. Players must understand the importance of being part of a "team". Selfish acts will be grounds for dismissal from the club. Our staff teaches every player how to become a better player within their team. Coaches will attempt to teach in whatever manner they feel will be most beneficial without being harmful. Players must always have a coachable and approachable spirit. Athletes must have an open mind to new drills and methodology of different coaches and to be willing to play any position needed on the team. It is required that all players give 100% effort to improve their teams' chances of success.

There is no tolerance for racial speech or thoughts at Naples Beach Volleyball Academy. Players must treat their

teammates and opposing team players with the respect and kindness that they would desire in return.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

FACILITIES UPKEEP

Players and parents are responsible for the care of all equipment and facilities. Upon completion of practice all trash must be thrown in the garbage and not left on court areas. Many of our facilities have limited resources for maintenance and we must all do our best to keep our facilities clean and in good repair.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

CELL PHONES

Cell phones must be turned off during all practices and tournaments. We want our players focused and the use of cell phones is a distraction.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

SPECTATORS

Spectators are not permitted to "COACH" from the sideline during practice or tournaments. Players are instructed to pay attention **"only"** to their coach and teammates while they are on the court. Such behavior is detrimental to the development of the player and his/her teammates. **Under no circumstance is a spectator allowed to directly interact with any coach or players on the court during practice or a tournament. Anyone who disregards this will be banned from viewing the training sessions.**

For the safety of our spectators we ask that you refrain from entering the court areas of our practice, tournament or training sessions. At no time may anyone other than the athlete's participating in that session be allowed onto the sand. Spectators must keep young children in the bleachers and off the courts. No ball handling is allowed in any training facility other than on the designated practice court.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

UNIFORMS-TOURNAMENTS

All players are to bring **“all”** of their uniform items to **“all”** of their tournaments. This includes all jerseys, shorts, bags, and warm up gear assigned to a player. Players out of uniform or missing a uniform item during a tournament will not be allowed to participate in the event. Lost uniform items must be ordered and paid for **“prior”** via the online team store or the pro shop.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

UNIFORMS-PRACTICE

Naples Beach Volleyball Academy practice uniforms should be worn at **all** practices. Players not in uniform at practice may result in suspension from practice.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

ATTENDANCE

All coaches will keep attendance records for their teams. If a player is going to be late or absent from a scheduled practice or tournament, they must contact their coach immediately upon knowing they will be absent. This will give the coach time to adjust his/her practice or game plan for that day. Parents should not contact anyone other than the coach of their team if they are going to be late or absent. Missing practice for any reason other than academic, school related activity, religious, injuries, personal or family illness will not be accepted as a reasonable excuse. Playing time may be reduced for excessive attendance issues.

Monthly training schedules will be posted on the team page on our website approximately one week prior to the beginning of each month. The posted schedule

reflects the time all players are to be warmed up and “on” their assigned court. Players must arrive at practice a minimum of 15 minutes before the scheduled practice time to assist their coach with court set up, stretching, warming up and reviewing the practice plan with their coach so they are ready for practice at the posted start time. This time is “not” to be used for ball handling on or off the court.

Players are to arrive at their scheduled tournaments between 1 hour before the teams’ first scheduled match. It is at the discretion of the coach to suspend players during tournaments for being late or having an unexcused absence. This time is to be used for stretching, warming up and reviewing the game plan with their coach.

Athletes must manage their time wisely. We are looking for players who are committed to reaching their full potential and who are willing to work hard to achieve both academic and athletic goals. All athletes must find a way to balance their schoolwork and their sports participation.

We encourage participation in alternate sports, classes or programs outside of volleyball to enhance our athletes’ growth to be well-rounded people; however the practices and tournaments that their team is scheduled for must be their priority.

All physical injuries or illnesses must be reported to the coach immediately so that he/she can decide whether the player can safely continue with practice or tournament play.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

REFEREE/WORK TEAM DUTIES AT TOURNAMENTS

All players are required to assist with referee duties at selected tournaments throughout the season. This includes various tasks such as score flipping, keeping the official score book, line judging, assisting the head referee as a 2nd referee (down ref). Players are required to be certified in all work team duties prior to the first practice of the season. A link to the USAV junior work team certification modules will be posted as soon as they are updated by the appropriate governing body (usually October).

When a team has been assigned referee duties during an event, they must participate until the match is completed. Players who leave a tournament early without performing team referee duties will have playing time reduced at future tournaments and/or may be dismissed from the club.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

COMMUNICATION

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances. (Ideally you should only speak to an athlete with another adult or parent in the room)

If a player has a concern about issues regarding playing time, issues with another athlete, issues with their team or with their coach, the player must personally speak with the coach regarding these concerns. It is the players' responsibility to make the first contact with the coach about their concerns. If the players' concerns aren't addressed to their satisfaction after speaking with the coach, they may then request that their coach speak with his/her parents about what can be done to improve the issue. Coaches will not address issues with a parent/guardian without first speaking with the player directly. One on one communication between player and coach via text messaging is strictly prohibited - all text messages or electronic communication will ALWAYS copy the parent / guardian. IF you see private communication between your player and a coach then immediately bring it to the attention of the club director.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

HEALTH & WELFARE

Athletes must be constantly involved in physical training through exercise, proper nutrition, and adequate rest. As an athlete, players must realize that taking care of their body is an ongoing, year-round process and they should use every opportunity to do this on their own time in addition to the practices with their team. Parents should set examples of this at every opportunity. The best players work on their game “everyday” not just when they are practicing with their team.

Drugs, alcohol, or tobacco have no place in the life of an athlete in our program. Naples Beach Volleyball Academy has a "ZERO TOLERANCE POLICY" for drinking and drug use by any athlete or parent during any sanctioned practice or tournament. Violators of this policy will be immediately dismissed from the club.

PLAYER INITIALS _____

PARENT/GUARDIAN INITIALS _____

Naples Beach Volleyball Academy

DIRECTOR: STEVEN STACY

HEAD COACH: JAMES FELLOWS

Minor Athlete Abuse Prevention Policies (MAAP)

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

- 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

13

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

- (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.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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 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:

- 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

³ Athletic trainers who are covered under these policies must follow the “Athletic Training Modalities, Massages, and Rubdowns” policy.

15

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies 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.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention 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:

- 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

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies
abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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:

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

- 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.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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

- 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.

⁴Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

21

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

TRANSPORTATION

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

A. Mandatory Components

1. Transportation

- a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA Volleyball, the Region, or Club at least annually.

2. Shared or Carpool Travel Arrangement

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

LODGING

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

A. Mandatory Components**1. Hotel Rooms and Other Sleeping Arrangements**

- a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement;
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement; or
 - iii. The Minor Athlete needs a Personal Care Assistant, and:
 - (1) The Minor Athlete's parent/guardian has provided advance, written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
 - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If USA Volleyball, the Region or Club performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

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

- a. Adult Participants traveling with USA Volleyball, the Region or Club must agree to and sign USA Volleyball, the Region or Club's lodging policy at least annually.
- b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's

Education & Training Policy.

24

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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.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

26

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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.*

27

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

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.

U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies
APPENDIX I

CHART OF POSSIBLE ADULT PARTICIPANTS IN USAV:

Adult Participant	Regular Contact	Authority Over
USAV Staff/Interns	X	X
USAV Board Members		X
Region/Club Staff	X	X
Region/Club Board Members		X
Coaches	X	X
Officials	X	X
USAV Members 18 years or over on teams with Minors	X	
Chaperones	X	X
Club Administrators	X	X
Arbitrators	X	X
Medical Professionals	X	X
Athletic Trainers	X	X
Independent Contractors	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.

Naples Beach Volleyball Academy FINANCIAL AGREEMENT

Season fees are due in full prior to the beginning of the season. Installment options are also available. Installment payments may be arranged with our financial director prior to the player beginning training with Naples Beach Volleyball Academy.

Financial obligations are based on fees for the “entire” season. If a player chooses to leave the program prior to the end of the season, all unpaid balances will be owed before the player's membership is released.

Installment Payments will be processed automatically on the arranged date automatically via online payment system. Check or Cash payments are accepted for installments to avoid online payment fees. Payments made via credit card will incur a 3% processing fee plus \$1 for each month payments will be made. Processing fees for the duration of the installment agreement are charged during the first month's payment based on the season fee for each program. Accounts with a past due balance will subject the player to suspension until the account is brought current.

***Any athlete requesting assistance with sponsorship must meet with the finance director prior to the beginning of the season to discuss available options.

SPONSORSHIP

I would like to assist a less fortunate player or team to participate in our program.

SPONSORSHIP AMOUNT \$ _____

NAME OF PLAYER YOU WISH TO SPONSOR

NAME OF TEAM YOU WISH TO
SPONSOR _____

REFUND POLICY

Participation on a team within our program requires a financial and attendance commitment to the program for the entirety of the season. Team fees are budgeted for the entire season.

Naples Beach Volleyball Academy has allowed for a more flexible payment plan for those who do not wish to participate in group training. This new payment structure includes monthly training fees, which can be canceled at anytime, as well as tournament fees, which can only be refunded given the guidelines below:

A prorated refund based on time missed will be issued if a player incurs a season ending injury while participating in a sanctioned practice or tournament for his/her team. Medical documentation must be presented to the club director regarding the players' injury with a doctors' recommendation of the time to be missed by the player.

Refunds will NOT be issued when a player accepts their position on a team knowing that recovery, surgery or treatment will be required which will prevent the player's ability to participate in scheduled training and events during the established season.

Refunds will NOT be issued for injuries incurred "outside" of participation with a players' team with Naples Beach Volleyball Academy.

Refunds will NOT be issued in the event a player resigns their position from the team at any point during the season.

Refunds will NOT be issued for players/parents that are dismissed for any violation of club policies listed in the player/parent contract for Naples Beach Volleyball Academy.

Financial obligations are based on fees for the “entire” season. If a player chooses to leave the program prior to the end of the season, all unpaid balances will be owed before the player's membership is released.

*****By signing this document I understand and agree to the above stated policies and procedures.

Player's Name

Players Signature (Parent or Guardian must sign for players under 18 years old)

Parent Name

Parent Signature

Date: _____

Naples Beach Volleyball Academy Release Policy

Member will be released only after all season fees are paid in full.

Member will not be released if the player has participated in a National or Regional qualifier or Regional Championship tournament.

PLAYER NAME:

PLAYER SIGNATURE:

PARENT/GUARDIAN NAME:

PARENT/GUARDIAN SIGNATURE:

NAPLES BEACH VOLLEYBALL ACADEMY

Dispute/Grievance Procedure

Naples Beach 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.

Parent/Guardian Name

Parent/Guardian Signature

Date: _____