

REVISED AUGUST 20, 2025

PARENT / ATHLETE HANDBOOK

2025 - 2026 CLUB SEASON



CONTACT

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INTRODUCTION

Hunter's Volleyball Academy (HVA) offers training programs for every age and level of athlete including: club teams, mini club teams, skills clinics, camps, lessons and more. Directed by Mr. Enrique Adorno, with more than 35 years of experience coaching at all levels, Coach Adorno has a mission of create a family friendly environment where the players and their families can enjoy the sport and develop competitive players who strive to achieve both personal and team goals.

1.0 ADMISSIONS

1.1 Admissions Policy

Athletes are evaluated based on skills, fundamentals, teamwork, communication, attitude, discipline, and leadership for team placement. Athletes are also placed based on available space, their character and a genuine desire by the parents to have their child / children in HVA, a club focused on both the athletic and personal growth of its athletes. Only those athletes whom we feel will thrive in our program and whose parents agree to cooperate with the club policy will be admitted. HVA has the right to cancel any camp, clinic, lesson, or club team due to a lack of enrollment.

1.2 Sign up Procedures

Each prospective athlete and his parents / legal guardians must do the following prior to tryouts:

1. Pay the try-out fee.
2. Obtain an AAU Membership Card.

3. Fill out the Florida AAU Volleyball Program Medical History and Release Form. This form needs to be notarized before the first practice day.
4. Fill out the HVA Player Information Sheet.
5. Sign the HVA Waiver, Liability Release Form & the Photo / Video Release Form.
6. Check Age Definition to determine the player's age group. Playing age is defined as the athlete's age as of July 1st. You are responsible to verify your child's playing age. To determine age group please contact us for more information.
7. Make a copy of your athlete's birth certificate to bring with you for the parents meeting day.
8. Upon acceptance, both athletes and parents / legal guardians must sign the HVA Club Release Policies.

1.3 Re-sign up Procedures

Current athletes must follow the regular sign up procedures mention in 1.2 section. The payment for try-outs fee will be the standard fee. HVA reserves the right to refuse re-enrollment to athletes with poor discipline, attendance records or conduct detrimental to the team. Re-enrollment may also be refused to athletes or parents / legal guardians who have demonstrated disharmony regarding the purpose, objectives, standards, policies, rules or regulations of the club. In addition, athletes will not be re-enrolled until all financial obligations are brought current. Any athlete who left a previous season without completing their financial obligations will have to pay at least half of the upcoming club season's fees in order to be re-signed.

2.0 TRYOUTS

2.1 Tryouts Registration

Each participant of the try-outs must submit the following forms the day of the try-outs:

1. Submit the HVA Player Information Sheet.
2. Submit the HVA Waiver and Liability Release and Photo or Video Release Form.
3. Pay the appropriate try-outs fee.

2.2 Tryouts Evaluations

HVA coaching staff will be evaluating skills, fundamentals, teamwork, communication, attitude, discipline, leadership, and others.

2.3 Team Assignments

HVA will be posting the athletes names that were selected to participate in the club teams at the end of the last try-out. We will post the tentative tournament schedule, coach, and club payment package for your athlete's team. All parents / legal guardians of athletes who have been selected must pay the down payment by the designated due date in order to confirm their commitment to HVA.

3.0 FINANCIAL POLICIES

3.1 Payment Policy

Tuition payments may be made in cash, through money transfer (Zelle), or with debit/credit cards. A 3% of each transaction will be charged to cards payments through the Square system at the club. Accounts delinquent after 20 days pass the payment day, will subject the athlete to removal from team practice and tournament(s) until payment is received. All parents / legal guardians will receive an invoice with a final total cost to be signed with their commitment papers. If at any time the set payment schedule can't be followed please contact our Administrator and we will be happy to work out a new payment schedule with you.

3.3 Travel, Hotels & Transportation (Elite teams)

HVA will NOT pay for travel fees for athletes. Hotels are also the responsibilities of the parents / legal guardians. Transportation to all practices and competitions is the responsibility of the athletes and their parents / legal guardians.

4.0 REFUND POLICY

4.1 Try-out Fee

Try-out fee is non-refundable.

4.2 Private and Semi- Private lessons

Private and semi private lessons are not a requirement but can benefit your athlete and their volleyball skills. However, taking private and semi private lessons will not guarantee playing time.

4.2.1 Cancellation Policy: In order to cancel or reschedule a lesson, HVA MUST be notified 24 hours in advance. If notified 24 hours in advance, HVA will gladly reschedule your lesson or refund your payment. If HVA has not received notice 24 hours in advance, the full cost of the lesson will not be refunded nor will the lesson be rescheduled. We must schedule and pay our coaches for their time and cannot rebook that time slot for that coach if given less than 24 hours notice. We appreciate your understanding and attention to this matter.

4.3 Club Season and Mini Club Season

HVA teams practice and play several times during the entire length of the volleyball season. Attendance on these days is extremely important. If an athlete does not notify the administrative staff prior to an absence it will be considered a cut. Cuts may result in dismissal from the program without refund. All athletes must follow the Attendance Policy. There will be NO REFUNDS after Volleyball Season has started due to violation of the Attendance Policy. Therefore, HVA defines the start of the season as the team's first practice and not the team's first

tournament. There will be NO REFUNDS if an athlete or parent / legal guardian seeks to question a coaching decision. For purposes of this provision, a coaching decision includes, but is not limited to, competitive team selection, playing time, position assignments, starting assignments, rotations and strategy. Any violations of the playing time policy can result in dismissal from the team with NO REFUND.

4.3.1 Refunds will be provided as per the following provisions: HVA has the right to cancel any camp, clinic, lesson, or club team due to a lack of enrollment. A full refund will be provided.

4.3.2 Withdrawal two weeks prior to the start of the volleyball season: a full refund will be provided (less administration fees and uniform cost if ordered). The beginning of the volleyball season is the first day of practice.

4.3.3 Withdrawal from the volleyball season within the first five months of the season due to personal injury incurred while playing or practicing with HVA: may receive a prorated refund based on review from HVA Administration. Refunds will be based on total paid to club less uniform fee, tournaments entered, equipment, gym rental, administration fees, coach's salary, and other expenses incurred by the club to the date HVA receives a physician's orders. HVA must receive a physician's note specifying the injury and limitations given to the athlete by their physician. Club fees necessary to cover uniform fee, tournaments entered, equipment, gym rental, administration fees, coach's salary, and other expenses incurred by the club to the date HVA receives a physician's orders will still be owed.

4.3.4 Disciplinary

Refunds will not be given for athletes or parents / legal guardians discharged from the club for disciplinary reasons or any other actions that the HVA Administration understands is unacceptable.

4.3.5 Code of Conduct and Policies

Any violation of the Parent / Athlete Handbook, Code of Conduct and/or written policies by parents / legal guardian or athletes can result in dismissal from HVA with NO REFUND.

4.3.6 Withdrawal from Club

Withdrawals from the club team must be made by the parent or legal guardian through the Administrator. A withdrawal letter to HVA must be completed and signed by the parent or legal guardian. If an athlete is withdrawn to play for another club, they may request a release. All club fees from the current and any previous seasons must be paid in order to be considered for a release. If an athlete is withdrawn due to a dispute about playing time, the parent / legal guardian is still responsible to pay the remainder of the club fees owed. There will be NO REFUNDS if the athlete is withdrawn to play for another club. If an athlete is withdrawn due to a dispute about playing time NO REFUND will be provide.

5.0 ATTENDANCE

5.1 Attendance Regulations / Team Player's Commitment to the Team

Being a member of HVA requires a commitment to being the very best person I can be on and off the court. In order to establish strong team ties with my respective teammates and coaches, I must realize the importance of regular attendance. Attendance is critical as volleyball is a pure team sport, and teams cannot function well without all their members. HVA teams practice and play several times a week during the entire length of the volleyball season. Attendance on these days is extremely important.

5.2 Planned Absences

The following absences are excused only if the athlete or parent / legal guardian notifies the administrator and coach, two weeks prior to the practice or tournament to be missed. Our planned absence policy includes:

- Family wedding or other important family activity.
- Religious activity.
- Scheduled school activity.

- One planned absence per club season due to vacation or trip, not to exceed 3 consecutive practice days.

5.3 Excused Absences

The only absences that are considered excused without a 2 week prior notification will be personal illness, death in the immediate family or any unforeseen circumstance, provided that a parent / legal guardian contacts the administrator prior to the practice or tournament within a 24 hour period. Excessive excused absences will be discussed with the athlete and parent / legal guardian to determine commitment to the program. Poor attendance may result in decreased playing time to include limited to no playing time for one or more tournaments. Final decisions on specific consequences will be decided by the coach and Director on a case by case situation.

5.4 Unexcused Absences

Unexcused absences are to include any situation that has not been given prior approval or falls into examples given in 5.3. In the event of weather, HVA will notify all athletes and parents / legal guardian if any practice must be cancelled due to weather. If HVA does not cancel due to weather, it is not an excused absence. Any athlete with over 3 unexcused absences can be dismissed with NO REFUND.

5.5 Tardiness

Athletes who arrive tardy need to be ready with shoes, kneepads, etc. to begin practice immediately upon arrival.

5.6 Withdrawal from Club

Withdrawals from the club team must be made by the parent or legal guardian through the Administrator. A withdrawal letter to HVA must be completed and signed by the parent or legal guardian. If an athlete is withdrawn to play for another club, they may request a release. All club fees from the current season and any owed for previous seasons must be paid in order to be considered for a release. If an athlete is withdrawn due to a dispute about playing time, the parent / legal guardian is still responsible to pay the remainder of the club fees owed.

6.0 COMMUNICATION

6.1 Official Communications from HVA

All communications will be official if they come from HVA Administration. NO PARENTS OR COACH will send any official communications for HVA.

6.1.1 Written Communication

HVA will send all written communication in the form of an email or newsletter to each parent.

6.1.2. WhatsApp

WhatsApp provides an easier way to stay informed outside of the gym. Parents / legal guardians can download the app to receive message faster with push notifications, so you will never miss a beat. WhatsApp offers a mobile messaging product that is free and simple.

6.2 Tournament Schedules

Most of the tournament schedules are available the Wednesday before the tournament. With other tournaments, like one day tournaments it could take until the day before. HVA Administration will be sending the respective schedule as soon as they have the information. Once you have the schedule these are subject to change. Sometimes as close as the night before the tournament. Any changes will be communicated by HVA Administration via WhatsApp.

7.0 TECHNOLOGY

7.1 Email and Similar Electronic Communications

Athletes and parents/guardians of HVA may NOT exchange emails and communicate directly via email, etc with coaches. All HVA related emails from coaches or to coaches will come through our HVA administration. If a coach

needs to communicate with a parent/guardian or athlete for any purpose they may contact the HVA administration and the HVA administration will forward the message on to its intended receiver. If a parent/guardian or athlete needs to contact a coach they may contact the HVA administration and the administration will forward the message on to the coach.

7.2 Texting and Similar Electronic Communications

Texting is NOT allowed between coaches and HVA athletes/parents. All text messaging will occur through the club administrator. This policy only pertains to communication between HVA coaches and HVA members. HVA athletes, parents/guardians may text one another directly.

7.3 Violations

Violations to HVA's Electronic Communications Policy should be reported to the HVA director. Complaints and allegations will be addressed under the HVA Disciplinary Rules and Procedures and can result in immediate disciplinary action up to and including suspension or expulsion from the club or participation in any tournament.

8.0 BULLYING

Bullying has become a major challenge for youth across the country. There are laws against bullying in each state and even on a federal level. Bullying will not be tolerated at HVA. Any form of bullying will be considered in direct disobedience to this ruling and will be subject to immediate disciplinary action.

9.0 DISCIPLINE SYSTEM

9.1 Coaching Staff Authority

All HVA coaching staff have the authority to administer appropriate disciplinary actions during all HVA activities in response to any actions taken by athletes and/

or parents/legal guardians that HVA finds inappropriate. The Director will be notified by the coaching staff of any disciplinary actions that have been taken. The Director then has the final decision on any further disciplinary action needed.

9.2 Philosophy of Discipline

Discipline is often confused with punishment. However, it is a key aspect in the education and formation of every human being. We found a relationship between discipline and disciple, one guides the other. Discipline is instruction and direction, a disciple is one who receives instruction and direction. Our philosophy is to educate and promote respect in every situation. It is disciplining our disciples in order to help them achieve a healthy balance in their life both on and off the court.

9.3 Parental Involvement and Support

Each year, athletes and parents / legal guardians must sign a Statement of Cooperation. This agreement states that parents / legal guardians will support the discipline and regulations of the club. In the case of a disagreement, parents / legal guardians are expected to contact the Director with any concerns so as not to undermine the authority of the club. This may result in disciplinary action for the conduct of the athlete and parent / legal guardian. Parents / legal guardians and athletes must wait 24 hours after disciplinary action has been taken to contact the Director and schedule an appointment.

9.4 Response to Discipline

When athletes are disciplined, they should never confront the coach in front of other athletes. If the athlete feels a misunderstanding exists, he / she should obey the coach without protest and take the following steps to satisfy the matter:

1. Discuss the problem with parents / legal guardians and ask the parent / legal guardian to contact the Director for discussion and clarification. Parents / legal guardians and athletes must wait 24 hours after disciplinary action has been taken to contact the Director and schedule an appointment.

2. Any direct confrontation or disrespect will be sent to the Director and the Director will have the final decision.

9.5 Prohibited Articles

Cigarettes, lighters, alcoholic beverages, narcotics, knives, guns, explosives of any kind.

10.0 APPEARANCE AND DRESS STANDARDS / PRACTICE AND TOURNAMENT POLICIES

10.1 Practice Dress Code

At the beginning of the season, HVA will provide each athlete with a HVA practice shirt. This shirt will be their practice uniform. It is required that all athletes wear this practice uniform shirt to all team practices. If an athlete shows up for team practice without their HVA practice uniform shirt they will be asked to either purchase a practice uniform shirt for practice or they must sit and watch practice from the stands. Athletes may not alter their practice shirt in any way. Athletes are expected to wear their shirt as designed and not cut or roll sleeves or the shirt in any way. Athletes must wear their hair up for practice. Athletes may not wear "scrunch butt" style leggings to practice. Athletes may not wear jewelry to practice due to safety concerns. Athletes must have short, natural length nails for practice. Athletes must be wearing appropriate athletic shoes to practice. Converse and Vans are not appropriate athletic shoes for volleyball practice.

10.2 Practice Policies

Athletes may NOT bring or use any style of cup at practice. Athletes may only use water bottles for practice. Only athletes and coaches may enter the gym during practice time due to limitations on space and school policies. Vehicles may not park in the lane in front of the gym at any time. The lane in front of the gym may

only be used to drop off and pick up only. Vehicles must be parked in the designated parking lot. Weather Related Impacts on Practice: Please note that any practices that are canceled due to weather related impacts will not be rescheduled.

10.3 Uniform Policies for Tournaments

Every athlete is responsible for all of their gear and uniforms and is expected to care for them properly. Also understand that each athlete must dress appropriately for all tournaments and be in the correct uniform with white athletic shoes and white knee pads. Appropriate dress is defined as the following: upon arrival at a tournament, all athletes should be wearing no jewelry, short natural length nails and their full uniform with their jacket (fully zipped), uniform shoes (white shoes), socks, and backpack. It is also the responsibility of the athlete to have both uniforms with them at all tournaments and white knee pads. Athletes are expected to have their uniforms nice and clean as well as their tennis shoes. If athletes are found to not be in appropriate dress, to have a dirty uniform, or be missing any part of their uniform it is at the coach's discretion to decide if the athlete can participate in the tournament and/or have playing time decreased. If an athlete loses any gear it is the financial responsibility of the parent / legal guardian and athlete to purchase replacements.

11.0 RULES AND CODE OF CONDUCT

11.1 Director Code of Ethics

The HVA Director is expected to conduct himself in a respectful and honorable fashion and to enforce the same conduct to HVA coaches, chaperones and volunteers. The Director will follow these 7 principles: Discipline, Leadership, Honesty, Commitment, Dedication, Respect and Teamwork.

11.1.1 The Director will follow the following guidelines:

1. The Director will abide by all local, state and federal laws.

2. The Director will be registered and background screened while representing HVA.
3. The Director will require all adults affiliated with HVA to be registered and background screened prior to participating in any HVA sanctioned activities.
4. The Director will require all coaches to abide by HVA Parent / Athlete Handbook.
5. The Director will only place athletes with coaches whose backgrounds have been previously screened.
6. The Director will provide all athletes, parents, coaches, chaperones and volunteers access to the HVA Parent / Athlete Handbook.

11.2 Athletes Code of Conduct

1. I will conduct myself in a positive manner at all times as I respect the team and club.
2. I will support my teammates and work together with them to be the best we can be.
3. I will continually strive to improve myself and my team's performance with a good and positive attitude.
4. I will not use profanity.
5. I will encourage good sportsmanship by demonstrating positive support for all athletes, coaches, administrators, officials at every moment.
6. I will treat other athletes, coaches, parents, fans and officials with respect regardless of race and gender.
7. I will demand a sport environment that is free from drugs, tobacco, and alcohol.
8. I will do my best to remember that youth sports are supposed to be FUN and that winning and losing are part of everyone's experience.
9. I will respect and adhere to the rules governing eligibility and competition.

10. I will place the emotional and physical well being of my teammates and opponents ahead of my personal desire to win.
11. I will express my concern through the proper channels in a respectful manner.
12. I will complete any required training in a timely manner.
13. I will stay positive and not have emotional outbursts of on the court for this only serves to distract myself, my coach, and my team from our goal.

11.3 Athletes' Rules for Practices

1. I will help with equipment set up and removal at all practices.
2. I will follow Athlete's Code of Conduct and Practice Dress Code.
3. I will follow Attendance Policy. I will be ready for practice with my shoes, HVA practice uniform shirt, knee pads, and hair done by the very minute practice is scheduled to begin.
4. Practice is vital to the success of the team. I will take practice seriously, and conduct myself in a respectful and disciplined manner.

11.4 Athletes' Rules for Tournaments

During competition we expect the following:

1. I will play with integrity despite the outcome. I must learn that both winning and losing are part of the game and accept both gracefully. I will be humble in victory; gentle in defeat.
2. I know that playing time is not guaranteed. At the tournament I will understand that the coaches are doing their best to distribute playing time but the main focus is team success.
3. I will be responsible for team and individual equipment at tournaments. I understand that all athletes on the court are required to wear matching uniforms (except the libero jersey). I will be sure to take care of my uniform as we do not have replacements and they are difficult to replace in a timely manner. Loss of a uniform will most likely result in a my inability to play in tournaments.

4. I will treat everyone with respect and dignity. I understand that before a match my coach and the captain will go over and shake hands with the Ref. After a match, win or lose, good or bad officiating, the captains and coaches must go over and shakes hands with the UP Ref, it is a sign of good sportsmanship and respect for the officiating staff.

5. I will remain with the entire team when assigned to referee a match. The scorekeepers will be at the table, the line judges will meet with the Ref, and the rest of the team will shag balls for the competing teams as they warm up their hitters. These are small gestures, but they will be noticed and appreciated.

6. While at tournaments and other events, I will stay together as a group with my team and be prepared to play, or perform officiating duties at a moment's notice.

7. I will not use my cell phone during games and refereeing assignments. My cell phones will be left in my bag, out of sight. I may use my phone during breaks in the tournament.

8. I will not use alcohol and drugs. I understand that alcohol use at all tournaments, hotels, or anywhere is both illegal and strictly prohibited while I am representing HVA.

9. I will arrive ONE HOUR prior to their first game or refereeing assignment at all tournaments.

11.5 Parents' Code of Ethics

Our actions are the reflection of who we are. It is our interest to represent our club with integrity.

1. I will promise to help my child to enjoy the volleyball experience.

2. I will teach my child to respect the coaches, teammates, away team athletes, referees and fans.

3. I will promote an atmosphere free of drugs and alcohol.

4. I will put my child's physical and emotional well being ahead of personal desire to win.

5. I will encourage great sportsmanship and demonstrate support for the athletes, coaches, parents, and referees.
6. I will emphasize that my child participate in a healthy and safe atmosphere.
7. I will leave the coaching to the coach of my child and not coach my child from the sideline during practice or tournaments.
8. I will ensure that my athlete fulfills their responsibility for all the games in every tournament including the ref game(s). I understand that if my athlete and I leave the tournament before fulfilling their responsibility for all games and ref games, we will be exposed to sanctions that may include expulsion from the club without a release or refund of money.
9. HVA Parents should NOT be standing behind the referee.
10. HVA Parents should NOT be standing behind the athlete's bench.
11. I will be careful to not make negative comments about referees, athletes, coaches, parents, opposing teams, fans, or HVA.
12. I will not use profanity in the presence of any HVA athlete, coach, parents, opposing teams, referees, or fans.
13. I will trust HVA in their coaching decisions and will not undermine this trust in word or action.
14. HVA approves and supports 10 Rules for Parents of Athletes and Spectator / Parent Code of Conduct of The Florida Region of USA Volleyball. Please see attached.
15. I will look at the other team parents, athletes, coaches and staff of HVA as a family to ensure that we all enjoy and live an excellent experience.

12.0 PLAYING TIME POLICY

12.1 Playing time is Never a guarantee.

HVA Volleyball is about playing with integrity despite the outcome. We strive to make our atmosphere organized, respectful and encouraging. Our coaches strive to enjoy their practice, establishing excellence in the quality of teaching and remaining consistent throughout the season. We need the parents / legal guardians support to have a successful season. Playing Time is never a guarantee. Keep in mind that the club season fee provides a learning experience, equipment, practices, excellent training, tournament entry fees, uniforms packages, administrative expenses, coaches registration in both AAU & USAV, coach's travel & lodging and coach's salary. HVA provides each member the opportunity to improve through structured practices. When playing in HVA athletes will not always play the same amount of time. We can NOT guarantee playing time. If an athlete has a minor role in the team, that athlete is still part of the team. The athlete must accept the role and do the best with a positive attitude. Volleyball is a pure team sport. We play for the team and for the benefit of the team. Coaches are under no obligation to play all athletes. Do not attempt to contact the coach to discuss playing time or any concern at a tournament. The coach has the final decision in this matter and HVA will uphold the coach's decision. No grievance will be accepted that seeks to challenge a coaching decision. For purpose of this provision, a coaching decision includes, but is not limited to, competitive team selection, playing time, position assignment, starting assignments, rotation and strategy.

12.2 Parent-Coach Conferences

Parents or guardians wishing to have a conference with a coach and/or Director need to make an appointment. Do not attempt to contact the coach to discuss playing time or any concern at practices or tournaments. You will need to wait 24 hours after the situation to contact the Director to make an appointment.

13.0 TRAVEL POLICIES

Travel, whether locally or nationally, is a routine part of our competitive volleyball season. HVA has established the following policies to cultivate a positive travel experience, minimizing one-on-one interactions and reducing the risk of misconduct. Local travel includes travel to training, practice and local tournaments. Team Travel includes a coordinated overnight stay for an out of town tournament.

13.1 Local Travel

Transportation to all training, practices, and competitions is the responsibility of the athletes and their parents/legal guardians. HVA will not sponsor, coordinate, arrange for, or pay for travel for athletes' local travel. In an effort to minimize one-on-one interactions, HVA staff members and coaches should not drive alone with an unrelated athlete and should only drive with at least two other athletes or another adult at all times. If an HVA staff member or coach is involved in the athlete's local travel, a parent release is required in advance.

13.2 Team Travel

Team travel is overnight travel that is coordinated by HVA so that our teams can compete regionally, nationally, and internationally. While HVA will coordinate the travel arrangements, HVA will not pay for any travel expenses for athletes. For team travel, HVA will coordinate hotel and flight arrangements, once arrangements have been coordinated, HVA will communicate these arrangements with athletes and parents via email. It will be the responsibility of the athletes and parents/guardians to then finalize the booking of their travel arrangements. HVA will provide a travel itinerary when it becomes available with a detailed schedule and contact person. No coach or staff member of HVA will engage in team travel with unrelated athletes without the proper safety requirements in place including signed travel release forms from all unrelated athletes traveling with a coach or staff member.

During team travel the following rules are to be adhered to by all athletes, parents/guardians, coaches, and staff:

- HVA staff members and coaches should not travel alone with an unrelated athlete and should only travel with at least two other athletes or another adult at all times.
- Familiarize oneself with all travel itineraries and schedules before travel and ensure that the athlete and coach are on time to all team commitments.
- Adhere to curfew restrictions set in place by the director.
- Athletes are to not be alone in a hotel room with any adult apart from a family member.
- Athletes are to not be in a room of mixed gender unless with a family member.
- All HVA coaches are expected to follow the law and not use drugs at any time.
- Coaches are not use alcohol in the presence of minors or be under the influence of alcohol while representing HVA.
- Immediately report any concerns about physical or sexual abuse, misconduct, or policy violations to the HVA director.
- All HVA athletes are expected to follow the law and not use alcohol or drugs at any time.

14.0 CLUB RELEASE POLICY

Any athlete who seeks release from HVA before the official end (day of last team tournament) of the 2025-2026 season must remit all financial obligations agreed upon contractually. Member must pay the full cost of the current season and any overdue fees owed from previous seasons with HVA in order to receive a release from HVA. Once all financial obligations are met, HVA will grant a release to the athlete.

CLUB RELEASE POLICY FORM

Any athlete who seek release from Hunter's Volleyball Academy before the official end of the Volleyball Club Season must remit all financial obligations agreed upon contractually. Member must pay the full cost of the current season and any overdue fees owed from previous seasons with HVA in order to receive a release from HVA. Once all financial obligations are met, HVA will grant a release to the athlete.

I have read and agree to the 2025-2026 HVA Club Release Policy

Parent/Guardian Signature

___/___/___

Date

Parent/Guardian Name

Athlete Signature

___/___/___

Date

Athlete Name

15.0 DISPUTE AND GRIEVANCE POLICY

All athletes and parents / legal guardians in the Hunter's Volleyball Academy programs are expected to behave according to HVA Volleyball Rules and Code of Conduct (all the sections included at the HVA Parent/Athlete Handbook).

Furthermore, any conflict that may arise between athletes or/and parents/legal guardians will be resolved by applying the HVA Rules and Code of Conduct.

HVA recognizes that there may be rare instances when these conflicts cannot be resolved directly by the parties or through the informal intervention. For those situations, if any should occur, HVA has instituted a formal Grievance Procedure. All athletes and Parents/legal guardians should be aware that the Grievance Procedure is NOT a substitute for direct conflict resolution between the parties; it is a secondary procedure to be employed only in the unlikely event that the parties cannot amicably and responsibly resolve their dispute through direct communication.

Grievance Procedure

1. A grievance may be lodged by parent/legal guardian of the HVA program for any suspected violation of the HVA Rules and/or Code of Conduct, or for any suspected violation of local, state or federal law.
2. A valid grievance must be submitted in writing, and must explain the nature of the grievance, the circumstances surrounding the alleged violation, and the specific provision(s) of the Code of Conduct alleged to have been violated. The person filing the grievance must also identify all witnesses or other persons with knowledge of the alleged violation.
3. A valid grievance must be signed by a parent/legal guardian and submitted to the HVA Director.

4. No grievance will be accepted from any person who fails to file the written grievance within two weeks of the incident in question.
5. No grievance will be accepted from any person who himself or herself has not complied with Code of Conduct, including speaking to a coach about the incident in question, or has engaged in any threatening abusive or harassing conduct, including verbal abuse.
6. No grievance will be accepted that seeks to challenge a coaching decision. For purpose of this provision, a coaching decision includes, but is not limited to, competitive team selection, playing time, position assignments, starting assignments, rotation and strategy.
7. Details of the grievance are not be discussed with anyone other than the party(ies) directly involved with resolving the grievance.
8. Upon receipt, the program director will review the grievance and determine, in consultation with the HVA administration staff whether the grievance will be accepted or rejected. The person filing the grievance will be notified promptly whether the grievance has been accepted or rejected.
9. If the grievance is accepted, the program director will thoroughly investigate the incident and attempt to resolve the grievance with the parties amicably.
10. In the event that the program director is unable to resolve the grievance to the satisfaction of the parties, the grievance will be turned over to the HVA administration staff. The HVA Administration staff will evaluate the facts and circumstances surrounding the alleged Code of Conduct violation, conduct any further investigation he or she may deem necessary, and issue a recommendation to the HVA Director for resolving the grievance.
11. The HVA Director may accept the recommendation of the Administration staff or may decide that it is in the best interests of HVA to resolve the matter in any other manner approved by the Director and Administration staff.
12. Decisions of the Director and Administration staff are final and will be communicated in writing to the grieving party(ies).

13. It is anticipated that the process will take between two to three weeks from the time the grievance is filed to the time a final decision is rendered by the Director, assuming all parties are prompt and forthcoming in providing the necessary information. In the event of concern for physical safety, a more expedited process will be implemented.

HVA STATEMENT OF COOPERATION

2025-2026 CLUB SEASON

We know from experience that volleyball is in constant growth and today is one of the most exciting sports. A high level of commitment is expected from athletes and parents / legal guardians to make this Hunter's Club Season successful. All athletes and parents must sign this Statement of Cooperation and agree to its terms and content to play with HVA. To be a member of HVA and to participate in all activities the athletes and parents / legal guardians must agree to the following: I have read, understand and agree to abide by the HVA's policies and principles that are set forth in the Parent / Athlete Handbook, fee commitment, and this document. I accept that my commitment with HVA starts the first practice day and ends the last tournament day. I believe that discipline is necessary for the welfare of each athlete and proper conduct of the club. I give my permission for HVA to enforce for my child(ren) those practice, tournament and club regulations in a manner consistent with our principles and discipline. I agree to hold HVA and its agents harmless for liability in case of any actual or alleged injury to my child in case of normal routine club sponsored and supervised activities and for all things which the club has no control. I further agree to pay all legal fees (attorney, court, damages or other cost) incurred by HVA (Hunter's Volleyball Academy INC.) arising from any legal action brought against the club or its agents or employees from which the club is found not to be at fault.

I will fully cooperate with HVA, and adhere to all club plans, policies, and regulations. I will not undermine the club, its employees, or programs and will be careful not to make negative comments. I understand and agree with the Refund Policy and agree that I am responsible for the tuition payments as outlined in my initial invoice. I understand and agree with this Statement of Cooperation. I realize that violation of this Statement of Cooperation and/or the Parent / Athlete Handbook may result in immediate expulsion from my team with no refund of the club dues paid. I will do everything in my power, with God's help, to make this club season fruitful. With my signature, I commit myself for the 2025-2026 Hunter's Volleyball Academy Club Season.

Parent Name

Parent Signature

Player Signature

Date

Administrator



***USA*Volleyball**

MINOR ATHLETE ABUSE PREVENTION POLICIES (“MAAPP”)

Publication Date: December 20, 2024

Effective Date: January 1, 2025

USA Volleyball: Minor Athlete Abuse Prevention Policies

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INTRODUCTION

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

AUTHORITY

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterruptible one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (“MAAPP”).

What is MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

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

other individuals to whom these policies apply in meeting their obligations under federal law (*Note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations*). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety.¹

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part I. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned

¹ Saul, J., & Audage, N. C. (2007). Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). Child Sexual Abuse: It Is Your Business. Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). Final Report.

Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

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

SCOPE

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

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organization’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Volleyball and its LAOs.²

² This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Volleyball and its LAOs, or any facility that USA Volleyball or its LAOs owns, leases, or rents for practice, training, or competition.

Who is an Adult Participant?

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

1. A member or license holder of USA Volleyball;
2. An employee or board member of USA Volleyball or its LAOs;
3. Within the governance or disciplinary jurisdiction of USA Volleyball or its LAOs;
4. Authorized, approved, or appointed by USA Volleyball or its LAOs to have regular contact with or authority over minor athletes.³

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

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

Examples of activities related to participation in sport that could be identified as 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.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic and Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of USA Volleyball and its LAOs are required to take training. The specific training requirements can be found in Part II.

³ 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.

PART I ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

All NGBs, LAOs, and the USOPC, in this case “USA Volleyball”, must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USA Volleyball must track whether Adult Participants under its jurisdiction complete the required training listed in Part II.
2. USA Volleyball must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - a. For training to minor athletes, USA Volleyball must track a description of the training and how the training was offered and provided to minor athletes.
 - b. USA Volleyball is not required to track individual course completions of minor athletes.
3. USA Volleyball must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - a. For training to parents, USA Volleyball must track a description of the training and how the training was offered and provided to parents.
 - b. USA Volleyball is not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USA Volleyball must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
 - a. Meetings
 - b. Individual training sessions
 - c. Therapeutic and Recovery Modalities and Manual Therapy
 - d. Locker rooms and changing areas
 - e. Electronic communications
 - f. Transportation

g. Lodging and Residential Environments

2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Volleyball may choose to implement stricter standards than the model policies.
3. USA Volleyball must also require that its LAOs implement these policies within each LAO.
4. USA Volleyball and its LAOs must implement these policies for all In-Program Contact.
 - a. At sanctioned events and facilities partially or fully under its jurisdiction, the Organization must take steps to ensure the policies are implemented and followed.
 - b. For In-Program Contact that occurs outside USA Volleyball's and LAOs' sanctioned event or facilities, implementing these policies means:
 - i. Communicating the policies to individuals under its jurisdiction;
 - ii. Establishing a reporting mechanism for violations of the policies;
 - iii. Investigating and enforcing violations of the policies.
5. USA Volleyball and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating USA Volleyball's Minor Athlete Abuse Prevention Policies. The Organization must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USA Volleyball may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, USA Volleyball must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.

2. USA Volleyball must require their LAOs to incorporate the mandatory components of Part III. USA Volleyball may require that their LAOs implement USA Volleyball policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to USA Volleyball's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Volleyball from the Center.

PART II EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

- a. The following Adult Participants must complete the *SafeSport® Trained* Core Course through the Center's online training:
 - i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
 - ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
 - iii. Adult Participants who are an employee or board member of USA Volleyball or its affiliate LAOs.

2. Timing of Training

Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

3. Refresher Training

The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport® Trained* Core Course. Every four years, Adult Participants will complete the *SafeSport® Trained* Core Course training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport® Trained* Core Course and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. USA Volleyball, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.
2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USA Volleyball, every 12 months, must offer training to parents on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.
2. The Center offers a parent course, located at safesporttrained.org, that meets this requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport® Trained* Core Course) before engaging or interacting with any minor athlete(s).
2. USA Volleyball may provide training *in addition to* the *SafeSport® Trained* Core Course, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport Trained* Core Course or Refresher does not satisfy this policy.**
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Volleyball or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or by USA Volleyball in this category are considered indefinite. The Center will track all requests for exemptions upon notification from USA Volleyball.
2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Volleyball. USA Volleyball will determine whether to grant the exemption. If USA Volleyball grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership

status. USA Volleyball must preserve documentation that the exemption was granted and for what duration.

3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Volleyball may determine whether to grant an exemption.

PART III REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

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

EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

A. Mandatory Components

1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has **no** authority over the Minor Athlete; and
- b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

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

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

This exception exists for Adult Participants who also assist an athlete with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

- a. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball and/or its Region for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
- c. the Adult Participant Personal Care Assistant has complied with USA Volleyball background screening policy.

3. Exceptions for Dual Relationships

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with USA Volleyball's protocols.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

MEETINGS POLICY

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

A. Mandatory Components

1. Observable and Interruptible

- a. Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers⁴)

If a licensed mental health care professional, licensed health care provider, or a student under the supervision of 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 or its Region'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
- c. USA Volleyball or its Regions is notified that the professional or provider will be meeting with a Minor Athlete; and,
- d. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. Recommended Components

1. 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.

⁴ Athletic trainers who are covered under these policies must follow the "Manual Therapy and Therapeutic and Recovery Modalities" policy.

TRAINING SESSIONS POLICY

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual and group training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure all In-Program individual and group training sessions with a Minor Athlete be observable and interruptible unless an exception exists.

2. Consent

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

3. Parent Observation

Parents/guardians must be allowed to observe individual and group training sessions.

B. Recommended Components

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 and its Region'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.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES POLICY⁵

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

A. Mandatory Components

Note: Only the emergency exception applies within this policy.

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible.

2. Manual Therapy and Therapeutic and Recovery Modalities Requirements

Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet the following requirements:

- a. Have another Adult Participant physically present for the modality or manual therapy; and
- b. Have documented consent as explained in subsection (4) below; and
- c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
- e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

3. Consent

- a. Providers of manual therapy, therapeutic modalities, or recovery modalities or USA Volleyball and its Regions, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.

⁵ Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended Components

1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive a manual therapy, therapeutic modality, or recovery modality.

- 2. When possible, techniques should be used to reduce physical touch of Minor Athletes.
- 3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.
- 4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS POLICY

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all 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, unless an exception exists.

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 remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete in a locker room or changing area.
- 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 its LAOs and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

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

- a. Parent/legal guardian consent has been obtained; and
- b. USA Volleyball and its Regions approves the specific instance of recording or photography; and

- c. Two or more Adult Participants are present; and
- d. 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 detailed on page 14.

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

- a. USA Volleyball and its LAOs 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 does not utilize changing rooms at its events. If USA Volleyball did utilize changing rooms, it would follow the above procedures.
- b. IF locker rooms, changing areas, or similar spaces are used at USA Volleyball events, USA Volleyball and its LAOs must monitor their use to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball and its Region's jurisdiction.

ELECTRONIC COMMUNICATIONS POLICY⁶

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

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, unless an exception exists.
- 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 on every communication.
 - 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 the Minor Athletes’ parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

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

4. Requests to Discontinue

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

⁶ Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

B. Recommended Components

1. Hours

Electronic communications should generally 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.

2. Social Media Connections

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

TRANSPORTATION POLICY

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport activities.

A. Mandatory Components

1. Observable and Interruptible

Adult participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless an exception exists or:

- a. The Adult Participant has advanced, 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.
- b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

2. Additional Requirements for Transportation Authorized or Funded by USA Volleyball and its Regions

- a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Volleyball and its Regions at least annually.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

B. Recommended Components

1. Shared or Carpool Travel Arrangement

The Organization encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.

LODGING AND RESIDENTIAL ENVIRONMENTS POLICY

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

A. Mandatory Components

1. Observable and Interruptible

All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

- a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

2. Hotel Rooms and Other Sleeping Arrangements

- a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists and the Minor Athlete's parent/guardian has provided USA Volleyball and its Regions or Adult Participant with advance, written consent for each specific lodging arrangement.
- b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
- c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- d. Adult Participants without an exception and written parent/guardian consent as stated above are not permitted to stay overnight with Minor Athlete(s) in a communal lodging space such as an Airbnb, VRBO, HomeToGo, etc.

3. Monitoring or Room Checks During In-Program Travel

If USA Volleyball and its Regions or a team 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.

4. Additional Requirements for Lodging Authorized or Funded by the Organization Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over

Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part II, unless the Adult Participant meets the Close-in-Age exception.

B. Recommended Components

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

PART IV RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.

TERMINOLOGY

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

- a. A member or license holder of USA Volleyball;
- b. An employee or board member of USA Volleyball or its LAOs;
- c. Within the governance or disciplinary jurisdiction of USA Volleyball or its LAOs;
- d. Authorized, approved, or appointed by USA Volleyball or its LAOs to have regular contact with or authority over minor athletes.⁷

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body 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 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 4 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 relationship with a Minor Athlete outside of the sport program 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,

⁷ 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.

award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

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. USA Volleyball considers its LAOs to include Regions and clubs affiliated with 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 USA Volleyball and its LAOs.⁸

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Volleyball and its LAOs, or any facility that USA Volleyball and/or its LAOs owns, leases, or rents for practice, training, or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body or Pan American 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 a parasport athlete who requires 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.

⁸ This term shall also include any minor who participates in, or participated within the previous 12 months in, a nonathlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

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

Residential Environment: A place in which participants live or stay temporarily. Residential environments include, but are not limited to, onsite housing at training facilities, billeting, hotel stays, or rentals (i.e., Airbnb, VRBO, HomeToGo, etc.).

Billeting: A residential environment facilitated by an Adult Participant, USA Volleyball and its LAOs, or sanctioned event staff in which a Minor Athlete is temporarily housed in a private home with an adult or family who is not related to or known by the Minor Athlete. This lodging arrangement is in conjunction with an activity related to sport.

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.

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.

***Independent Contractor positions not meeting the Regular Contact definition are not required to take training.**

Event vendors are not required to take training but are subject to the Required Prevention Policies.