



# Club Handbook



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## **I. CLUB MISSION**

The mission of Marion Magic Volleyball Club is to empower and inspire athletes by providing tools necessary to be successful in their craft while demonstrating values that enable athletes to be positive contributors to their school and community.

## **II. PROGRAMMING LEVELS OFFERED**

### **A. Regional Teams**

Regional teams will only compete in Iowa Region Events. These teams will compete in Silver or Gold level tournaments. These teams may or may not have age-waivered players. These teams will compete in the Iowa Regional Gold event. Our Regional teams will compete in approximately 7 (depending on the team) events per season.

### **B. Local/City Teams**

The Local/City teams will compete in tournament within a 90-minute radius of Marion. These teams will compete in Silver and some Gold level tournaments. Local/City teams will compete in approximately 7 (depending on the team) events per season.

### **C. League Teams**

League teams will compete in the local league and will not compete in any tournaments during the season. Marion Magic may have league teams for our younger (9u-11u) age groups.

## **III. TEAM SELECTION – TRYOUT PROCESS**

### **A. The club will abide by all Iowa Region tryout policies.**

The club will require players to make a written commitment indicating that they accept or decline the position the club offers. The club will also abide by the players' High School Federation rules.

### **B. Total Number of Teams**

The number of teams within the club is based on the number of athletes who try out, the number of available coaches, and the availability of facilities in the area for practices.

### **C. Our Goal for Teams**

The goal is to have teams formed in the following age groups: 9, 10, 11, 12, 13, 14, 15, 16, and 17. If there are not enough athletes\*, coaches or facilities to form one team with a particular age group, then a team will not be formed.

*\*In order to remain competitive teams will not be formed solely on the required number of athletes, but rather a mix of athletes in desired roles (i.e. a team will need to make up of at minimum one setter, five hitters, and one defensive specialist).*

### **D. Team Size**

Team will consist of a minimum of 7 and no more than 10 athletes. Under special circumstance as determined by the Club Director and coaching staff a team may carry more than 10 athletes.

### **E. Invitation Teams**

Players on the National teams will be selected by invitation. If participants are interested in playing they should contact the Club Director.

F. Tryouts

1. Tryouts are open to all players.
  - a) Exceptions may be made to this rule by the Club Director.
2. The League, Local and Regional teams will be selected by tryouts.
  - a) At least one tryout will be held for each age level.
  - b) Tryouts will cost \$15.

G. Athletes will be evaluated

Athletes will be evaluated on general athletic ability, existing and potential skill level, knowledge, effort, competitiveness, attitude, sportsmanship and interaction with coaches and other athletes.

H. The Club will also take into consideration

Other considerations include prior comportment to the policies of the club (i.e. payment of fees, disruptive behavior, parental involvement etc.).

I. Notification

At the end of the tryout period, each athlete will be notified whether or not she was selected for a team.

1. The club will notify the player by either email or phone call. A deposit will be required at the Parent Meeting communicated by the Club Director.

J. The Club discourages the moving to an older age group, unless:

An athlete shows superior skills, and playing within the age group will hamper the athlete's development. In that case, she may benefit from playing with an older age group.

K. Movement of players between teams

Occasionally, we will move an athlete from one team to another. Movement is at the sole discretion of the Club Director and coaching staff. We will not move an athlete from or to another team until we discuss the move with the parents. Athletes may be asked to substitute onto another team. Coaches will see approval from the Club Director and parents will be communicated with accordingly.

#### IV. FINANCIAL INFORMATION

A. Club Fees

1. All players are responsible for registering with USA Volleyball Iowa Region as well as paying their own registration fee.
2. Regional Teams
  - a) Ages 11+: \$575 club dues per player, includes one uniform
3. Local Teams
  - a) Age 10-11: \$300 club dues per player, includes one uniform
4. League Teams
  - a) Age 9-10: \$260 club dues per player, includes one uniform

B. Club Dues Breakdown

Club dues will cover the following items: (Exact amounts are not listed as each level and team within the club may play different events with different expenses.)

1. Tournament entry fees
2. Volleyballs, carts, and other equipment
3. Coach's travel fees
4. Staff stipends
5. Memberships and/or background check fees for staff

C. Club Dues Arrangement

1. All travel, hotel and food expenses will be the player's responsibility.
2. A \$125 deposit of club dues will be due at the Parent and Team orientation meeting. These fees will be non-refundable.
3. The remaining monies due will be broken up into additional payments. Those due dates will be communicated at the Parent and Team orientation meeting as well as will be posted on the club website.
4. Teams that qualify for the National Championships will have a meeting to discuss the fees for the event. These fees will include entry fee and coaches' travel fees.
5. If a player needs to make other payment arrangements, contact the Club Operations Manager.

D. Method of Payment

1. Club Dues may be paid by cash, checks made out to Marion Magic Volleyball, PayPal, or Venmo
  - a) A \$30 fee will be charged for any checks returned NSF.

E. Fundraising

1. The club will be doing one to two fundraisers per season.
2. The fundraisers will be announced at the Parent Meeting.
3. Participation is optional, and funds raised will be deducted from the player's club dues owed amount.
4. Players/families who need assistance with club dues may earn monies by participating in the fundraiser.

F. Stipend Fees\*

1. Club Director
  - a) \$1400
2. Club Treasurer/Admin.
  - a) \$1400
3. Head Coach
  - a) League Team
    - (1) \$700
  - b) Local Team
    - (1) \$800

- c) Regional Team
    - (1) \$1200
  - 4. Assistant Coach
    - a) League Team
    - (1) \$400
    - b) Local Team
    - (1) \$500
    - c) Regional Team
    - (1) \$850
  - 5. Tournament Director
    - a) \$225
  - 6. Guest Clinician
    - a) \$100/90 minute session
  - 7. Coach to Run Tryouts
    - a) \$100/90 minute session

*\*All stipends are subject to change based on varying team structure, roles, and responsibilities of each position.*

#### G. Financial Assistance

Financial assistance is available to those that are in need of financial support for their daughter to play club volleyball. Fundraising opportunities are available to supplement the cost of membership. The club has the ability to cover the expense of one full Marion Magic Volleyball Club membership (does NOT include USAV membership) per team. If multiple people on a club team are requiring assistance, the membership value of \$575 will be split evenly amongst those requiring the assistance (example: two people are in need of financial assistance, each individual will have \$288 applied toward their membership and will be responsible for paying the remaining cost of \$287). Players receiving financial assistance in any amount are required to participate the full length of the Marion Magic season or will be responsible for a pro-rated fee of the amount of time they participated. Parents/guardians are also required to help with the concession stand of their player's home tournament.

If you require Financial Assistance, please contact the Club Operations Manager. Alternative payment plans can also be set up.

## V. CLUB STRUCTURE

### A. Club Director

The Club Director will run the club. The Club Director will be paid a stipend for this task. The Club Director will hire the coaches, find facilities and run club programs. The Club Director will also be the SafeSport contact and will be a contact for those with bullying, harassment or hazing incidents. Their job will be to help the complainant's fill out the reporting forms and finding the correct place to file the report.

**B. Club Operations Manager**

The Club Operations Manager will be responsible for all financial and treasurer duties of the club. The Club Operations Manager will be paid a stipend for this task. The Club Operations Manager will also be responsible for all administrative responsibilities including filings with the Iowa Region Volleyball Office, maintaining the club website, and organizing the concession stand for all home tournaments.

**C. Team Representatives**

The Team Representative is a team parent that will support the team during a tournament by assisting with refereeing duties such as bookkeeping, scoring, and/or libero tracking. USAV membership is required and will be paid for by the Club. You will be required to complete score keeper training, referee training, and Safe Sport training to be eligible. If you are interested in being a Team Representative, please contact your current year head coach.

**D. Team Coaching Staff**

The coaching staff will be hired by the Club Director. They will meet all USAV and Iowa Region Coaching requirements, including: membership, cleared USAV background screening, signed Jr Personnel Code of Ethics, completed coaches IMPACT training course or higher CAP certification. The coaching staff will also have completed mandatory USOC SafeSport training.

**VI. CONTACT INFORMATION**

**A. Club Director & Board**

1. Club Director: Jeff Kost
  - a) Email: MarionMagicVBC@gmail.com
  - b) Phone: 319-521-3504
2. Club Operations Manager: Jeff Kost
  - a) Email: MarionMagicVBC@gmail.com
  - b) Phone: 319-521-3504
3. Board Member: Sam Kost
  - a) Email: sjkost23@gmail.com
  - b) Phone: 319-540-2296
4. Board Member: Roxanne Paulsen
  - a) Email: rpaulsen@marion-isd.org
  - b) Phone: 319-310-1382

**VII. WHERE TO FIND INFORMATION**

**A. Club Website**

[MarionMagicVolleyball.com](http://MarionMagicVolleyball.com)

**B. Practice Schedule Listings**

[MarionMagicVolleyball.com](http://MarionMagicVolleyball.com)



- C. Tournament Schedule Listings  
[MarionMagicVolleyball.com](http://MarionMagicVolleyball.com)
- D. Club Social Media Sites
  - 1. Facebook: Marion Magic Volleyball Club
  - 2. Twitter: Marion Magic VBC
- E. Cancellations Posted
  - 1. Facebook
  - 2. Email
  - 3. Twitter
  - 4. Phone/Txt
  - 5. KCRG / KCRG.com
- F. Report Injuries at Practice or Event
  - 1. Club contact: Jeff Kost
  - 2. Incident Report
  - 3. Medical Claim form
  - 4. Fax to Region office: 515-727-1861
  - 5. Scan and email to: [office.mail@iavbreg.org](mailto:office.mail@iavbreg.org)
  - 6. Parents report injuries to team head coach.
- G. Iowa Volleyball Region
  - 1. Phone: 515-727-1860
  - 2. Fax: 515-727-1861
  - 3. Email: [office.mail@iavbreg.org](mailto:office.mail@iavbreg.org)
  - 4. Website: [www.iavbreg.org](http://www.iavbreg.org)
  - 5. Membership Login: [www.webpoint.usavolleyball.org/wp15/IntraLock/Login.asp](http://www.webpoint.usavolleyball.org/wp15/IntraLock/Login.asp)
  - 6. Commissioner: Brett Myers, [Brett@iavbreg.org](mailto:Brett@iavbreg.org)
  - 7. Membership Director: Carol Anderson, [Carol@iavbreg.org](mailto:Carol@iavbreg.org)
  - 8. Tournament Director: Devon Wells, [Devon@iavbreg.org](mailto:Devon@iavbreg.org)
  - 9. Officials/Rules: Al Cleary, [Al@iavbreg.org](mailto:Al@iavbreg.org)
  - 10. Junior Regionals: Molly Steffens, [Molly@iavbreg.org](mailto:Molly@iavbreg.org)
  - 11. Beach Director: Devon Wells, [Devon@iavbreg.org](mailto:Devon@iavbreg.org)
  - 12. SafeSport & Education: Al Cleary, [Al@iavbreg.org](mailto:Al@iavbreg.org)
  - 13. High Performance: Molly Steffens, [Molly@iavbreg.org](mailto:Molly@iavbreg.org)
- H. USA Volleyball
  - 1. Website: [www.teamusa.org/USAVolleyball](http://www.teamusa.org/USAVolleyball)
  - 2. Phone: 719-228-6800
  - 3. Fax: 719-228-6899
  - 4. Email: [postmaster@usav.org](mailto:postmaster@usav.org)
  - 5. AES Tournament Website: [www.advancedeventsystems.com/splash.aspx](http://www.advancedeventsystems.com/splash.aspx)
  - 6. Volleyball Officials Training Site: [www.volleyballreftraining.com](http://www.volleyballreftraining.com)

7. Jr Qualifier Info:
  - a) Girls: [www.teamusa.org/USAVolleyball/Events/Indoor/Girls/2015-Girls-Junior-National-Qualifiers](http://www.teamusa.org/USAVolleyball/Events/Indoor/Girls/2015-Girls-Junior-National-Qualifiers)
  - b) Boys: [www.teamusa.org/USAVolleyball/Events/Indoor/Boys](http://www.teamusa.org/USAVolleyball/Events/Indoor/Boys)

I. SafeSport Contacts

1. USA Volleyball: 1-855-306-7775
2. Region: [Al@iavbreg.org](mailto:Al@iavbreg.org), 515-229-6114
3. State DHS: 1-800-362-2178
4. Club: Jeff Kost, 319-521-3504

## VIII. CONFLICT RESOLUTION GUIDE

A. If Parents Have a Concern

Parents are not permitted to confront the coaches on tournament days to discuss playing time, or to complain about tactics, strategy, individual, or team performance.

1. Parents are encouraged to take notes about their concerns, and follow our conflict resolution procedures as outlined below.
2. If a parent approaches a coach during a tournament, we have instructed the coach not to discuss any controversial matter and to walk away.
3. The recommended time for a parent and/or player to talk to a coach about a problem is at a previously arranged meeting either before or immediately after a scheduled practice.

B. If a Player Has a Concern

If a player has a concern with a coach, parents have the responsibility for teaching their child steps to remedy the concern.

1. The club recommends the following steps if any player has a concern with a coach:
  - a) Player should discuss the concern with their respective coach and try to arrive at a solution. None of the coaches should be considered unapproachable. They are all very willing to listen to a player's concern and try to arrive at a mutual solution.
  - b) Until the coach is made aware of the concern nothing at all can be done to alleviate it.
  - c) It is understood at the younger ages sometimes the parent will be the first contact with the coach.

C. If the concern is not resolved

If the concern is not resolved, the player and parents may make an appointment to speak with the coach. Please do not approach a coach to discuss a concern at practice or a tournament.

D. If a solution is still not reached

If a solution is still not reached, contact the club office to set up a meeting with the player, parents, coach, and Club Director.

E. If a player or parent wish to appeal

To appeal a decision made by the Club Director an appeals committee of three neutral board members will be formed and will be the final step in the conflict resolution process.

## **IX. PLAYING TIME EXPECTATIONS**

A. The club philosophy

The club philosophy is that a player's instruction during practices is what is paid for, with playing time being determined by the player's attendance, performance, attitude, and effort during practice times. Moreover, it is left solely to the discretion of the coach.

B. Playing time will vary

Playing time will vary according to team, position, and attitude. Coaches will give everyone opportunities to contribute their individual skills and abilities to the team during matches.

C. Playing time is earned

Playing time is earned through practice and past game performance.

1. If you are negatively affecting the team's morale or group attitude on the court, the coach will make decisions to substitute you for a player who contribute positively to an aggressive team "vibe".

D. Playing time is not to be discussed

Playing time is not to be discussed with the coach by players or parents during or after a game. Coaches are empowered to play whomever they think is best suited for a position and helps positively contribute to the team development and chemistry.

E. When to ask the coach about playing time

You may ask the coach about playing time after or before practice.

An appropriate question would be, "What can I do to play more or be a starter."

The coach will be as honest as possible to let you know where you stand with playing time at all times.

## **X. CLUB RULES**

A. Attendance

1. Practices

All athletes are expected to attend every practice.

2. Tournaments

All athletes are expected to attend every tournament.

3. Excused Absences

Illnesses serious enough to keep the athlete home from school, family emergencies, or active in a school-sponsored activity are exceptions for missing practice.

#### 4. Unexcused Absences

If an athlete misses practice, playing time may be affected.

If an athlete cannot be at practice, the athlete is expected to call the coach. It is the athlete's responsibility (not the parent's) to reach the coach before the practice starts. Each coach will communicate their attendance communication policy as it may vary.

Advance notice is mandatory if a player cannot make a practice or tournament due to vacation, family commitment, etc.

#### B. Practices

Teams will generally have practice twice a week for 1.5-2 hours. Teams may have additional practices and longer duration. The team coach will communicate the practice schedule. The practice schedules will also be listed on the club website.

Players are required to be ready to begin practice at the designated start time. Please allow yourselves enough time to put on kneepads, change shoes, be taped if needed, and do routines. Players are expected to assist in practice set up such as setting up and taking down nets and standards, and putting away volleyballs and other equipment that may be used that day.

Coaches determine whether or not their practices are opened or closed.

Begin practice mentally prepared.

Have personal goals for all practices. A good time to think about goals is during warm-up.

Advance notice is mandatory if a player cannot make a practice or tournament due to vacation, family commitment, etc.

Part of being a student athlete is planning. Players need to schedule their time so they can complete homework and participate in practices.

Each practice session is very important to the development of our athletes. Players need to make every effort to be at every practice. Also, coaches prepare practice plans according to whom and how many are attending. They need to know in advance if someone will have to miss a practice. It is important to note, if players do not attend practices on a regular basis, playing time will be impacted.

Please bring your own water bottle to practice and tournaments.

There will be no jewelry allowed at practice. Please leave your jewelry at home.

Athletes are not to leave the practice site early without notifying the coach. Parent should let the coach know that they are aware that the athlete is leaving early.

### **XI. CLUB TOURNAMENT RULES**

#### A. Typical Tournament Day

The typical one-day tournament schedule starts at 8:00 AM with "pool play" consisting of three or four "round-robin" matches. Some tournaments follow "pool play" with single elimination "bracket play" for top pool finishers.

#### B. Bracket Play

Bracket play for one-day tournament starts sometime in the afternoon, ending with tournament finals sometime that evening. Teams making it to the finals will add another two or three matches to their day. If our team loses, it is mandatory for players to stay and referee

the proceeding match.

C. Multi-Day Events

A few tournaments (Qualifiers, Regionals, and special events) involve two or three days of pool play, as described (three or four matches per day), followed by single elimination bracket play. In a two-day tournament, bracket play sometimes starts immediately after the second day's pool play, and wraps up that evening. In the longer tournaments, bracket play (usually multiple brackets with team position within the brackets dependent upon performance in pool play) starts earlier in the day after completion of all pool play. Teams making it to bracket finals in these larger competitions add another three to four matches to their tournament total.

D. Length of Event

Because the length of volleyball matches can be unpredictable and tournament formats and management varies, as discussed above, it is difficult to pinpoint the time a tournament may end. Also, exact tournament schedules or final confirmations are often not available until just before the tournaments begin (often the night before play starts). This is partly due to late entries, withdrawals or team changes, all of which impact the actual tournament playing schedule and match-ups. The Club has no control over the administration of these tournaments, but we do make suggestions, as do other clubs, to those who run the tournament for incorporation in their next one.

E. Travel Arrangements

All players will be required to find their own transportation to tournaments. Coaches are encouraged not to transport players (unless they are their own child) to events. If a coach must furnish transportation another adult must be in the vehicle with them and the player or junior-aged assistant coach must ride in the backseat.

F. If you cannot attend a tournament

If an athlete cannot be at a tournament, the athlete is expected to call the coach as soon as the athlete knows she will be absent. It is the athlete's responsibility (not the parent's) to reach the coach before the tournament starts.

G. Leaving an event

Athletes are not to leave the tournament site before notifying the coach. Parent consent to leave early must also be received by the coach.

H. Team Area

1. Upon arrival, the team will identify a team area where the athletes can leave their bags and hang out between playing and officiating.
2. The area may be a room or simply a spot in a hallway. Either way, the team area represents our club and should be kept neat and organized at all times.
3. Most athletes will bring some type of blanket and/or pillow, homework, a book, an iPod or other items to help pass the time between events.
4. Remember, the team area is not secure and valuables will be left at your own

risk.

5. Be sure to properly dispose of any trash and leave the area as we found it when the tournament is over.

I. Officiating Events

1. All Junior Olympic tournaments are at least partially self-officiated. Officiating at tournaments is the shared responsibility of the entire team, including coaches.

2. All players are required to help with the line judging, scoring, score flipping, and down officiating. Teams assigned to the officiating and scorekeeping must fulfill this responsibility, especially during the playoffs.

3. Players may not use electronic devices at the score table at any time.

a) The team's coaching staff is permitted to take the electronic device until the end of the event.

4. Players may not leave the tournament site unless excused by the coach. Except for a true emergency, all players should remain at the tournament with the team until the completion of the team's officiating and scoring duties.

**XII. TRAVEL POLICIES**

A. Club Travel

The club has some teams that travel regularly to play in tournaments, some teams where travel is limited to a few events per season, and some teams where there is no travel other than local travel to and from our own area. Marion Magic prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Volleyball SafeSport Handbook. Marion Magic has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's experience while keeping travel a fun and enjoyable experience.

B. Local Travel

1. We distinguish between travel to training, practice and local tournaments ("local travel") and team travel involving an overnight stay ("team travel"). Local travel occurs when the club does not sponsor, coordinate or arrange for travel.

2. Players and/or their parents/guardian are responsible for making all arrangements for local travel.

a) The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel.

b) It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including but not limited to: a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.

- c) The employees, coaches and/or volunteers of the club or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated minor player.

C. Team Travel

1. Team travel is overnight travel that occurs when the club or one of its teams or designees sponsors, coordinates or arranges for travel so that our team can compete locally, regionally or nationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the players.
2. **Travel Notice:** When possible, the club will provide reasonable advance notice before team travel. Travel notice will also include designated team hotels for overnight stays as well as a contact person within the club or the team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.
3. **Hotel Booking:** When a team must travel great enough distances for a tournament that requires an overnight stay, the Club Operations Manager will secure proper hotel arrangements that will include enough rooms for the coaching staff, players, and any required Team Parents and/or chaperones. All best efforts will be made to make hotel arrangements to include enough rooms for player's families as well.
4. **Coaches shall not share rooms with players.** Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor player (unless the coach is the parent, guardian or sibling of the player).
5. **Curfews:** The coach or his/her designee may establish a curfew by when all players must be in their hotel rooms or in a supervised location.
6. **Blocked TV Channels:** Team personnel shall ask hotels to block adult pay per view channels.
7. **Individual meetings** between a coach and a player may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present.
8. **Family members** who wish to stay in the team hotel are permitted and encouraged to do so.
9. **Parental Request:** The team will make every effort to accommodate reasonable parental requests when a child is away from home without a parent. If any special arrangements are necessary for your child, please contact the team personnel who can either make or assist with making those arrangements.
10. **Coaches Expectations:** No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their coaching and/or chaperoning duties. Coaches will be responsible for overseeing room checks, team behavior at the hotel, as well as staying at the designated team hotel.
11. In all cases involving travel, parents have the right to transport their minor player.
12. **Prior to any travel,** coaches will endeavor to make players and parents aware of all expectations and rules. Coaches will also support chaperones and/or participate in the monitoring of the players for adherence to curfew restrictions and other travel rules.
13. **If disciplinary action** against a player is required while the player is traveling

without his/her parents, then except where immediate action is necessary, parents will be notified before any action is taken, or immediately after.

14. Players are expected to remain with the team at all times during the trip. Players are not to leave the competition venue without the permission/knowledge of the coach or chaperone.

15. Behavior Policies

- a) Be quiet and respect the rights of teammates and others in the hotel.
- b) Be prompt and on time.
- c) Use appropriate behavior in public facilities, including language.
- d) Needs and well-being of the team come first.

### **XIII. COMMUNICATION POLICIES**

#### **A. General Correspondence**

- 1. Club administration will use TeamSnap as the main communication medium with parents and players
- 2. Coaches will choose also use TeamSnap. To develop independent athletes, coaches will communicate directly with the athlete.
  - a) Coaches will maintain an open-door policy with parents regarding communication with the athlete.

#### **B. Social Media**

- 1. Club administration will utilize social media to engage with club members and the community throughout the year.
- 2. Athletes are not permitted to post negative commentary about the club, administration, coaches, or teammates on social media in any context.
  - a) First violation\*\*: verbal warning and parents followed up with via email
  - b) Second violation: athlete will miss one full match of next tournament
  - c) Third violation: meeting with Club Director, Head Coach, athlete and parents for next course of action

*\*\*violations are carried with the athlete through their entire membership with the club.*

### **XIV. SAFESPORTS GUIDELINES**

#### **A. Bullying**

One of the greatest lessons athletes take away from sport is the experience of being on a team whereby coaches and individuals support one another. Actions that demean or intimidate athletes, either physically or emotionally, may affect performance and team cohesion. Although bullying often occurs among peers, coaches can set an example by implementing a zero-tolerance policy and emphasizing teamwork and mutual support. Giving athletes a way to report behavior without fear of reprisal is also important.



How to recognize, reduce and respond to bullying and what you need to know to protect athletes:

1. **Definition:** Bullying is an intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behavior that is intended, or has the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s) as a condition of membership. It includes any act or conduct described as bullying under federal or state law.
2. **Exceptions:** Bullying does not include group or team behavior designed to establish normative team behavior or promote team cohesion. For example,
  - a) Bullying does not include verbal admonitions to encourage team members to train harder and push through a difficult training regimen.
3. **Examples of Physical Bullying**
  - a) Hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete.
  - b) Throwing at or hitting an athlete with objects such as sporting equipment.
4. **Examples of Verbal and Emotional Bullying**
  - a) Teasing, ridiculing, intimidating.
  - b) Spreading rumors or making false statements.
  - c) Using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate ("cyber bullying").

## B. Hazing

Being part of a team shouldn't come with additional requirements that get in the way of enjoying sport. Hazing often starts as seemingly benign behavior but can become an issue if allowed to continue. Since hazing often occurs amongst peers, coaches and staff can send a strong anti-hazing message by promoting conditions that allow individuals to raise concerns or share information. In addition, most states have enacted legislation to discourage hazing and hold those who participate accountable, and these laws can provide additional structure to anti-hazing efforts.

1. **Definition:** Hazing involves coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for joining a group or being socially accepted by a group's members. It includes any act or conduct described as hazing under federal or state law.
2. Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.
3. **Exceptions:** Hazing does not include group or team activities that are meant to establish normative team behavior or promote team cohesion.
4. **Examples of Exceptions include:**
  - a) Allowing junior athletes to carry senior athletes' equipment into the locker room after practice.
  - b) Encouraging junior athletes to arrive early and set up training

equipment.

c) Giving senior athletes first preference in team assignments, responsibilities, accommodations, facilities or equipment.

5. **Examples of Hazing**

a) Requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs.

b) Tying, taping or otherwise physically restraining an athlete.

c) Sexual simulations or sexual acts of any nature.

d) Sleep deprivation, unnecessary schedule disruption or the withholding of water and/or food.

e) Social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule.

f) Beating, paddling or other forms of physical assault.

g) Excessive training requirements that single out individuals on a team.

C. Harassment

Sports are an incredibly constructive outlet for individuals, in part because athletes are judged solely on their abilities and performance. In this environment, hard work, persistence and improvement are the important characteristics. Harassment based on race, gender or sexual orientation affects team cohesion, performance and an individual's ability to focus on building skills and enjoying competition. As with bullying and hazing, coaches and staff can create a supportive environment for sport by establishing a zero-tolerance policy.

1. **Definition:** Harassment is a repeated pattern of physical and/or non-physical behavior intended to cause fear, humiliation or annoyance, offend or degrade, create a hostile environment; or reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. It includes any act or conduct described as harassment under federal or state law.

2. **Examples of Physical Harassment**

a) Hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete or participant.

b) Throwing at, or hitting an athlete with objects, including sporting equipment.

3. **Examples of Non-physical Harassment**

a) Making negative or disparaging comments about an athlete's sexual orientation, gender expression, disability, religion, skin color or ethnic traits.

b) Displaying offensive materials, gestures, or symbols.

c) Withholding or reducing an athlete's playing time based on his or her sexual orientation.

D. Emotional Misconduct

Sports can help individuals build skills, making them stronger and more equipped to manage challenges. The wide range of emotions athletes experience in practice and competition is a

normal and healthy component of sports. However, a coach's or athlete's repeated pattern of behavior that can inflict psychological or emotional harm has no place in sports. By gaining a complete understanding of the conduct that qualify as emotional misconduct, participants can be in a stronger position to take action.

1. **Definition:** Emotional misconduct involves a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behavior includes verbal and physical acts, as well as actions that deny attention or support. It also includes any act or conduct (e.g., child abuse and child neglect) described as emotional abuse or misconduct under federal or state law.
2. **Exceptions:** Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.
3. **Verbal Acts of Emotional Misconduct**
  - a) Verbally attacking an athlete personally (e.g., calling them worthless, fat or disgusting).
  - b) Repeatedly and excessively yelling at participants in a manner that serves no productive training or motivational purpose.
4. **Physical acts of Emotional Misconduct**
  - a) Throwing sport equipment, water bottles or chairs at, or in the presence of, participants.
  - b) Punching walls, windows or other objects.
  - c) Acts that deny attention and support.
  - d) Ignoring an athlete for extended periods of time.
  - e) Routinely or arbitrarily excluding participants from practice.

#### E. Physical Misconduct

Almost all sports involve strenuous physical activity. In practices and competition, athletes regularly push themselves to the point of exhaustion. While these efforts are a necessary part of improving performance, any activity that physically harms an athlete—such as direct contact with coaches or teammates, disciplinary actions or punishment—is unacceptable. Physical misconduct can extend to areas such as inadequate recovery times for injuries and diet. One of the best ways to promote safe conditions is to understand exactly where the boundaries lie and take a team approach to monitoring athletes.

1. **Definition:** Physical misconduct involves contact or non-contact behavior that can cause physical harm to an athlete or other sport participants. It also includes any act or conduct described as physical abuse or misconduct under federal or state law (e.g., child abuse, child neglect and assault).
2. **Exceptions:** Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance.
3. **Examples: Contact offenses of Physical Misconduct**
  - a) Punching, beating, biting, striking, choking or slapping an athlete.
  - b) Intentionally hitting an athlete with objects or sporting equipment.
  - c) Providing alcohol to an athlete under the legal drinking age (under U.S.

law).

d) Providing illegal drugs or non-prescribed medications to any athlete.

e) Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury (e.g., a concussion).

f) Prescribed dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.

4. **Examples: Non-contact offenses of Physical Misconduct**

a) Isolating an athlete in a confined space (e.g., locking an athlete in a small space).

b) Forcing an athlete to assume a painful stance or position for no athletic purpose (e.g. requiring an athlete to kneel on a harmful surface).

c) Withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

F. Sexual Misconduct

The ability of sports to teach lessons that reach beyond the field of play depends on maintaining the bonds of trust, mentorship and mutual respect among teammates. All of these elements are undermined when sexual misconduct occurs in a sports setting. Sexual misconduct includes sexual abuse, sexual harassment and rape. Every member of the sports community, especially adult staff in positions of authority, can contribute to a sports environment free from sexual misconduct by working together and being informed.

1. **Definition:** Sexual misconduct involves any touching or non-touching sexual interaction that is nonconsensual or forced, coerced or manipulated, or perpetrated in an aggressive, harassing, exploitative or threatening manner. It also includes any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Last, any act or conduct described as sexual abuse or misconduct under federal or state law (e.g., sexual abuse, sexual exploitation, rape) qualifies as sexual misconduct.

2. **Notes**

a) An imbalance of power is always assumed between a coach and an athlete.

b) Minors cannot consent to sexual activity with an adult; and all sexual interaction between an adult and a minor is strictly prohibited.

3. **Examples of Sexual Misconduct- Touching Offenses**

a) Fondling an athlete's breasts or buttocks.

b) Exchange of reward in sport (e.g., team placement, scores, feedback) for sexual favors.

c) Genital contact.

d) Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants.

4. **Examples of Sexual Misconduct- Non-touching offenses**

a) Sexually-oriented comments, jokes or innuendo made to or about an

athlete, or other sexually harassing behavior.

- b) A coach discussing his or her sex life with an athlete.
- c) A coach asking an athlete about his or her sex life.
- d) A coach requesting or sending a nude or partial-dress photo to athlete.
- e) Exposing athletes to pornographic material.

5. **Peer-to-Peer Child Sexual Abuse**

- a) Approximately one-third of all child sexual abuse occurs at the hands of other children. Sexual contact between minors can also be abusive. Whether or not a sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an imbalance of power and/or intellectual capabilities.

6. **Grooming process**

- a) Offenders typically control their victims through a systematic process called “grooming” or seduction. Many offenders exploit a child’s vulnerabilities, using a combination of tactics to gain the victim’s trust, lower inhibitions, and gain cooperation and “consent.” Since the initial stages of the grooming process can occur in public or group settings, offenders also take care to groom the community, which makes it easier to gain the trust of staff and administrators.

7. **Sporting Setting**

- a) Since interactions between a predator and child can occur in sport settings around other people, coaches, staff members or volunteers are well positioned to witness grooming behavior.
- b) Therefore, it’s critical for all members of the sport community to be on the alert for policy violations, suspicious behavior, or other signals that an individual might be a sexual predator.
- c) Offenders will use tickling, wrestling, horseplay, photography and giving gifts to push the boundaries of what’s acceptable and form connections with their victims.

8. **The grooming process has six steps:**

- a) **Targeting the victim** – An offender will identify a child and determine his or her vulnerabilities.
- b) **Gaining trust** – Through watching and gathering information about the child, an offender will become acquainted with a child’s needs.
- c) **Filling a need** – Offenders will often lavish gifts, extra attention, and affection to forge a bond with their victims.
- d) **Isolating the child** – By developing special relationship with the child, an offender creates situations in which he or she is alone with the child.
- e) **Sexualizing the relationship** – An offender will desensitize a child by talking to, taking photos of and even creating situations in which both the offender and victim are touching or naked. The adult then uses a child’s curiosity and feelings of stimulation to engage in sexual activity.
- f) **Maintaining control** – To ensure the child’s continued participation and silence, offenders can use secrecy and blame as well as other tactics; victims sometimes continue the relationship out of fear or shame at the thought of

having to tell someone about the abuse.

G. Reporting

1. **Top Priority:** When child sexual abuse, misconduct or policy violations are disclosed, the top priority is to protect athletes and prevent further incidents.

2. **Do No Attempt to Evaluate–Just Report:** Coaches, staff members and volunteers should not attempt to evaluate the credibility or validity of the claim as a condition to take action. Instead, it's critical that any suspicions or allegations of child physical or sexual abuse are reported to the sport club or appropriate law enforcement authorities.

3. **Make a Commitment to Report:** A commitment to reporting, accountability and preparedness can all help organizations and individuals act responsibly in these situations. The more prepared each member of the sport community is to ask the right questions and take decisive action, the greater the likelihood of the best possible outcome. Each member of the sport community has a different role to play to encourage disclosure:

a) **Clubs**

- (1) Report suspicions or allegations to appropriate law enforcement authorities.
- (2) Cooperate fully with inquiries and investigations.
- (3) Maintain open lines of communication with parents.

b) **Coaches**

- (1) Report suspicions or allegations to appropriate law enforcement authorities.
- (2) Cooperate fully with inquiries and investigations.
- (3) Encourage disclosure among athletes.

c) **Parents**

- (1) Communicate with clubs and coaches.
- (2) Understand the reporting process.
- (3) Monitor your child for sudden changes in behavior.

4. **Bullying, Harassment or Hazing: Report any of these to**

Issue for these cases may be handled internally at club or team level, unless it involves physical or sexual abuse which is reported immediately to the appropriate law enforcement agencies.

a) **Clubs**

- (1) Director
- (2) Team Head Coach or Assistant Coach
- (3) Club SafeSport Contact

b) **Region Office**

- (1) Region SafeSport Contact- Al Cleary 515-727-1860
- (2) Regional Commissioner- Brett Myers 515-727-1860

c) **USA Volleyball**

- (1) Hotline- 1-855-306-7775
- (2) Online form
- (3) [www.volleyballreftraining.com/SafeSport/safesport\\_report\\_abu](http://www.volleyballreftraining.com/SafeSport/safesport_report_abu)

se\_form.html

d) **Iowa Department of Human Services: 1-800-362-2178**

5. **Reporting Child Sexual Abuse:** Coaches, staff members and volunteers are required to report suspicions of child physical and sexual abuse or any inappropriate behavior of a colleague or coworker.

a) All questions or concerns related to inappropriate, suspicious or suspected grooming behavior should be directed to an organization's administrators.

b) If members of the sport community believe that a sexual interaction between a coach and child or among children has occurred, it should be reported it immediately.

6. **What to do if a child reports**

a) When a child makes allegations of sexual abuse, responding in an appropriate, constructive way can help achieve the best outcome.

b) When a child takes the difficult step of reporting abuse, **it's critical not to judge the victim.**

c) Instead, **getting professionals involved early** and making counseling resources available can support the healing process.

## **XV. CODE OF CONDUCT**

A. Tournament & Practice Code of Conduct

1. **Keep our gyms clean.**

a) Team should keep bench areas and scoring tables free of trash and extra water bottles as these create dangerous situation for players chasing balls.

b) Eat in designated areas only. Pick up your trash. Tournament Directors do not want to clean up your leftover food, etc.

c) The club expects their teams clean their team areas before leaving any event or practice.

d) **Tournament Directors may impose fines or expel players or spectators** for food offenses. Any fees and expulsions for violations will be honored without complaint.

2. **Parking**

a) Park in designated areas and make sure to leave room for emergency vehicles to get to the facility. It may be our club member that needs this help.

b) If necessary the driver should drop off all players, gear, and spectators and then find a spot to park.

c) Do not park in handicapped spots and if possible leave close parking for elderly spectators.

3. **Event food guidelines**

a) Eat in designated areas only. The club expects you to follow all posted tournament food guidelines

b) If no coolers/outside food are allowed please leave the coolers in the car

and visit the car during off matches to eat or support the concession stand.

c) Note: Many schools are not allowing peanut/nut products in their facilities. If this is posted, please respect this regulation.

d) If coolers and food tables are allowed, please try to bring healthy foods for the club players.

4. **Tournament Site Regulations**

a) Schools are trying to set a good example for our youth so it is illegal to smoke, use illegal drugs or drink alcohol on school property.

b) A Tournament Director may expel or deny a team entry into future tournaments if it violates any of the regulations listed below. This includes all school property, including parking lots.

c) Any Club Member or club spectator caught by any tournament official with any tobacco, alcoholic beverage or illegal drugs inside any school building or public tournament facility, or on any premises which prohibits this usage (school grounds or parking lots), will be expelled from tournament from that point forward. These club members will be suspended for the next tournament and spectators will be asked not to represent our club at further events.

5. **Profanity & Intimidation Profanity & Intimidation**

a) Any person affiliated with a club who directs a profane remark or gesture toward any official, player or spectator obvious enough to be heard or seen by any Official team or tournament staff may be automatically suspended by the officiating team or event staff.

b) If a person is a club representative they will be banned from the next event as a minimum.

c) If other spectators or teams are displaying this behavior it should be reported to the tournament event staff. If the violation is on a team that is playing report it to the officiating crew.

d) A second similar offense occurring that same day will be cause for that individual to be suspended for the rest of the tournament.

e) Tournament Directors may expel a participant or spectator for any action that is deemed to be inappropriate by normal standards or posted rules.

6. **Harassing an Official**

a) Harassing an official during or after a match will be grounds for expulsion from the event.

7. **Gross Unsportsmanlike Acts**

a) A Tournament Director may disqualify an individual from the tournament for unsportsmanlike behavior such as fights, spitting, etc.

8. **Assault**

a) Any person who physically assaults anyone at an Iowa Region sanctioned tournament will be subject to immediate suspension, with further disciplinary action as determined by the Region Office.

b) Physical Assault should be reported to law enforcement officials immediately.



B. Travel Code of Conduct

1. Team members will display proper respect and sportsmanship toward coaches, officials, administrator, teammates, fellow competitors and the public at all times.
2. Team members and staff will refrain from any illegal or inappropriate behavior that would detract from a positive image of the team or be detrimental to its performance objectives.
3. The possession or use of alcohol or tobacco products by any athlete is prohibited.
4. The possession, use or sale/distribution of any controlled or illegal substance or any form of weapon is strictly forbidden.
5. Team members are reminded that when competing in tournaments, traveling on trips and attending other club-related functions, they are representing both themselves and the club. Athlete behavior must positively reflect the high standards of the club.
6. Failure to comply with the Honor Code as set forth in this document may result in disciplinary action. Such discipline may include, but may not be limited to:
  - a) Dismissal from the trip and immediate return home at the athlete's expense;
  - b) Disqualification from future tournaments, either local or traveling;
  - c) Financial penalties;
  - d) Dismissal from team; and/or
  - e) Penalties set forth in the USA Volleyball Participant Code of Conduct, which may include a lifetime ban.
7. Players are to refrain from inappropriate physical contact at team activities.
8. Players are to refrain from the use of inappropriate language.

C. Coaches/Club Personnel Code of Conduct

It is the duty and obligation of USA Volleyball affiliated Junior Club Program administrators, directors, coaches and other club personnel to assure the following Code of Ethics is followed and adhered to by all individuals who have an active role in a USA Volleyball Junior Club Program in any Region of USA Volleyball.

In a continuing effort to promote safe, healthy and ethical communication, relationships and treatment of all USA Volleyball players and personnel, all adults associated with a junior club program must read, accept and submit this Code of Ethics before they are eligible to actively participate in a junior club program associated, affiliated, or participating in USA Volleyball.

1. All adult club personnel affiliated with a junior program must be a registered member with a Region of USA Volleyball and USA Volleyball.
2. All adult club personnel including coaches, chaperones, assistant coaches, trainers, etc. affiliated with a junior program intending to participate in USA Volleyball must have an approved and current background screen on file as per USA Volleyball policy. It is intended that the term "all adult club personnel" be all inclusive and not limited to only those categories identified herein.

3. A head coach or assistant coach affiliated with a junior program must also: be an adult (see Region definition of an adult) and be IMPACT certified according to USA Volleyball and Region policies.
4. If allowed by Region rules, an assistant coach who has not yet met the age of majority in the state of residence must be supervised by a head coach recognized by the Region and must meet all applicable Region and USA Volleyball requirements. Individuals who are registered as junior players and also have an interest in coaching should contact their region regarding coaching eligibility.
5. Responsibilities:
  - a) The function of a coach is to educate students through participation in interscholastic competition. Each player should be treated with the utmost respect, and his/her welfare should be considered in decisions by the coach at all times.
  - b) A head coach or other equally qualified club personnel must be present at all practices and competitions. A head coach, adult club representative personnel or registered chaperone must be present during team-supervised travel. This individual shall be responsible for the moral, legal and ethical well-being for each participant during team/club activities.
  - c) Coaches shall understand the unique power of a coach-athlete relationship. Coaches and all other club personnel shall not exploit athletes and shall avoid any relationships which could compromise the integrity of the learning and participation process, impair their professional judgment and/or take advantage of a situation for their own personal gain or gratification.
  - d) All club personnel must understand that all forms of sexual abuse, assault or harassment of a current or former athlete are unethical and illegal even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority. See B above.
  - e) All club personnel shall insure that all individuals have met all Regional Volleyball Association and USA Volleyball membership requirements prior to participation in any club, team and/or Region/National USA Volleyball activity. The coach shall master the contest rules and shall teach them to his/her team members. The coach shall not seek an advantage by circumvention of the spirit or letter of the rules.
  - f) All club personnel must inform the players and their parent(s)/guardian(s) about any Region and/or USA Volleyball transfer policy. This policy may restrict or prohibit a participant from transferring to another club or team if specified criteria have been met. Likewise, all club personnel must inform the players and their parent(s)/guardian(s) of any rules or policies regarding coaching transfers during a particular season.
  - g) All club personnel shall abide by and inform the players and their parent(s)/guardian(s) of applicable regional recruiting policies.
  - h) All club personnel may not participate in, require another individual to participate in, or condone any act considered to be illegal under federal, state

or local laws and/or ordinances.

i) All club personnel shall strive to educate their athletes and personnel to respect, honor and adhere to the rules of the facility being used during practices, tournaments or events. The coach shall uphold the honor and dignity of the profession. In all personal contact with students, officials, athletic directors, school administrators, USAV Region officials, the media, and the public the coach shall strive to set an example of the highest ethical and moral conduct. In this regard, the rules of the facility shall have priority over the rules of the Regional Volleyball Association.

j) All club personnel shall ensure that all activities are suitable for the age, experience and ability of their athletes.

k) All club personnel shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.

l) All club personnel shall, while serving in a professional capacity, avoid any drug, tobacco or alcohol use while in the presence of athletes.

m) All club personnel shall not supply or condone the use of drugs, alcohol, tobacco, fireworks, ammunition, firearms, knives or any item or material that can be used as a weapon, to any of the participants or athletes and shall report any athlete using or in the possession of the same.

n) All club personnel shall not allow, encourage, condone or require any behavior that threatens an athlete's amateur status or Regional, USA Volleyball, school and/or collegiate eligibility.

o) All club personnel shall maintain all relationships with other club personnel on a professional and confidential basis. The coach shall respect and support contest officials. The coach shall not indulge in conduct which would incite players or spectators against the officials. Public criticism of officials or players is unethical.

p) All club personnel must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel, and officials. The coach shall be aware that he/she has a tremendous influence, for either good or ill, on the education of the student and, thus, shall never place the value of winning above the value of instilling the highest ideals of character.

q) All club personnel will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of current and/or former athletes.

r) All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators.

Any violation of this Code may result in sanction being issued against the club representative, the individual(s) and the club/team involved. These sanctions may extend to the loss of eligibility of the club representative, the individual(s), the entire club and the team involved.

#### D. Spectator Code of Conduct

The club expects all spectators associated with our club teams to abide by the following code. Entry into Iowa Region sanctioned events is granted as a courtesy. If you enter/attend a sanctioned event you agree to abide by the spectator code of conduct.

1. Spectators will:
  - a) Abide by the official rules of USA Volleyball.
  - b) Display good sportsmanship at all times.
  - c) Encourage my child and his/her team, regardless of the outcome on the court.
  - d) Honor the rules of the host and the host facility.
  - e) Not bully or intimidate officials, players or other spectators.
  - f) Generate goodwill by being polite and respectful to those around me at this event.
  - g) If necessary clear out of spectator areas to allow the fans for the teams on the court an opportunity to watch their teams play.
  - h) Encourage athletes to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
  - i) Redirect any negative comments from others to the Tournament Director.
  - j) Notify the Tournament Director in the event that you witness any illegal activity.
  - k) Support the policies and guidelines of the team/club that you represent.
  - l) Acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
  - m) Model exemplary spectator behavior while attending this event.
  - n) Respect the tradition of the sport of volleyball by being a good ambassador.
2. Spectators will not:
  - a) Will not harass or intimidate the officials, line judges, or score table personnel.
  - b) Will not coach athletes from the bleachers and/or sidelines.
  - c) Will not criticize his/her team players or coaches.
  - d) Will not participate on the court without having a current USA membership.
  - e) Will not bring and/or carry any firearms at any Iowa Region event.
  - f) Will refrain from bringing or consuming alcohol, tobacco, or any illegal substances at any Youth/Junior volleyball event.

(1) Note: Any violation of this Code of Conduct will result in you being asked to leave the site/facility, and may result in you possibly being banned from attending future Iowa Region sanctioned events.

#### E. Parent Code of Conduct

The Club expects parents, and guardians to maintain a civilized code of conduct at volleyball events. To help define these expectations we have compiled the list below.

1. The Tournament Director has the final say regarding their individual event.
2. Local law enforcement will be contacted if necessary to resolve any disputes or altercations.

As a Parent, I will:

3. Remain in the spectator areas during all games.
4. Not advise the coach on how to coach, who to put in the game and/or who to take out of the game.
5. Not coach my child during the game.
6. Respect the integrity of the officials and not advise them how to call the match.
7. Respect the integrity of the scoring table and line judges.
8. Learn the rules of the game to help me better understand what is happening on the court.
9. Understand that physical or verbal intimidation of any individual is unacceptable behavior.
10. Be supportive of all attempts to remove verbal or physical abuse from organized volleyball activities, including language.
11. Model sportsmanship for my child by treating all coaches, officials, tournament directors and players of either team with courtesy and respect.
12. Encourage hard work and honest effort that will lead to improved performance and participation.
13. Emphasize the cooperative nature of the sport.
14. Encourage my child to participate for enjoyment as well as competition.
15. Encourage athletes to participate in volleyball drug, tobacco and alcohol free.
16. Cheer for my child's team.
17. Applaud good and fair play during matches.
18. Be in control of my emotions.
19. Attend all volleyball events alcohol and drug free.
20. Understand that conduct that is inappropriate as determined by comparison to normally accepted behavior is unacceptable.
21. Protect the ability to continue using the facility by following all the rules of the facility, such as--
  - a) I will follow all rules for Food, Drinks or Coolers in the Gym;
  - b) Smoke only in designated areas;
  - c) Throw all trash in an appropriate receptacle; and
  - d) Park in marked spots to help allow emergency vehicles access.
  - e) Protect athletes from sanctions and/or suspension by producing accurate documentation.
  - f) Honor financial commitments.

F. Player Code of Conduct

1. The Marion Independent School District Code of Conduct is also in effect.
2. There is a lot more expected of our players other than their volleyball skills.
3. Players are expected to participate in all scrimmages/practices as scheduled. Failure to do so may result in less playing time in the next tournament. It is the player's

responsibility to notify the coach of their team if they cannot attend.

4. If a player needs to miss several practices because of extra-curricular commitments, they are required to provide their coach with a schedule to allow for proper practice planning.

5. Players are expected to sign up for the full season and to make all tournaments. All players will be given maximum playing time in tournaments—especially during pool play, however, during a tournament play where the objective is to advance as far into the playoffs as possible (and for improved region seeding) players will be played at the discretion of the coach based on skill level and team needs.

6. Players are expected to consistently work on their own to raise the levels of their physical condition and skill. All players will sign a code of conduct form as part of their membership with USA Volleyball. The following standards must be observed for one to continue as an active member of Capital Volleyball Club; violation of standards marked with (\*) mean suspension or dismissal from the club

a) \*Alcohol and drugs including marijuana are prohibited at all times.

b) Smoking is prohibited.

c) The Club is committed to excellence in academic performance, and will support family decisions regarding requirements.

d) \*As a representative of the club, no actions that will hinder the player's performance, game, or scholastics will be tolerated. The player's actions and behavior should always be such as to reflect positively on the player, their team, and Capital Volleyball Club.

7. Players must be on time for all team commitments. Early is best.

8. Players must call their team coach when they are going to be late or absent from a practice or tournament. Each coach may have their own preference for how to receive the notification (in person, phone call, text, email, etc.)

9. If a player must leave a practice or tournament early the parents must call to verify that they know their player will be leaving. Each coach may have their own preference for how to receive the notification (in person, phone call, text, email, etc.)

10. All players are required to participate in all physical conditioning activities and drills unless excused by a doctor or the coach.

a) Players must report all physical injuries or illness to their head coach immediately.

b) Equipment and uniforms issued to each player must be cared for properly.

c) All other equipment must be properly cared for. Players are expected to help set up and take down equipment at each practice. Players are to also assist in accounting for volleyballs.

d) Players are required to take proper care of practice equipment, keeping in mind that the equipment is the property of the host school.

e) All players must abide by the rules established for scrimmage and tournament facilities, both locally and in other cities.

f) Each player will keep their coach informed of their presence at tournaments.

- g) Each player is expected to treat all other players, teammates, coaches, referees, and fans with courtesy and respect.
- h) If players are involved in a dispute, they must immediately work out problems between them. If they are unable to resolve their problem immediately, they must meet with the coaches until their problems are resolved. Problems between players must never be left unresolved.
- i) During any overnight travel, curfew will be at the discretion of the coach prior to a match unless amended by your coach.

## **XVI. CONSEQUENCES FOR VIOLATIONS**

### **A. Each Violation**

Each violation will be considered separately as circumstance for the violations vary widely.

### **B. Sanctions can range from:**

1. An apology note
2. Personal apology
3. Loss of playing time
4. Cannot participate in practice(s)
5. Cannot participate in event(s)
6. Sent home from an event—with parent notification
7. Monetary fines
8. Community Service
9. Remove from Club
10. Loss of USAV Membership





### Participant Agreement & Consent

I, have read, understand, and agree to the policies, procedures and obligations set forth in the club handbook. As evidence by my signature, I certify that I have read and understand all of the foregoing and consent to abide by the rules as set forth herein.

\_\_\_\_\_  
Print Participant's Name

\_\_\_\_\_  
Team's Age Level or Name

\_\_\_\_\_  
Participant's Signature

\_\_\_\_\_  
Date

### Parent's Agreement & Consent

I, have read, understand, and agree to the policies, procedures and obligations set forth in the club handbook. As evidence by my signature, I certify that I have read and understand all of the foregoing and consent to abide by the rules as set forth herein. In addition, I certify that as Parent or Guardian of this participant, I have explained to my son/daughter the aforementioned stipulated conditions and their ramifications, and I consent to his/her participation in the programs conducted under USAV, Regional Volleyball Association and the club in which he/she is a member. I agree to pay the fees set forth by the club, allowing my child to participate in the program.

\_\_\_\_\_  
(1) Parent/Guardian Name (please print)

\_\_\_\_\_  
Relationship

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
(2) Parent/Guardian Name (please print)

\_\_\_\_\_  
Relationship

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

### Club Staff Agreement & Consent

I, have read, understand, and agree to the policies, procedures and obligations set forth in the club handbook. As evidence by my signature, I certify that I have read and understand all of the foregoing and consent to abide by the rules as set forth herein.

\_\_\_\_\_  
Club Staff Position(s)

\_\_\_\_\_  
Print Your Name

\_\_\_\_\_  
Team's Age Level or Name

\_\_\_\_\_  
Your Signature

\_\_\_\_\_  
Date