



Motion Volleyball Players

2023-2024

Parent-Player Handbook



Welcome to Motion Volleyball Players!

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Welcome to Motion Volleyball Players

Motion Volleyball Players (MVP) is a amateur Junior Olympic Volleyball Program that offers great coaching and competition to Youth Volleyball Players in Southeast Wisconsin.

Through the combination of practices, tournaments, film sessions, training devices, nutrition, and workout programs, MVP's primary objective is to help dedicated players and families set and reach their goal as a volleyball player and to give them the tools in order to accomplish those objectives.

MVP offers a fun and competitive team environment that provides exposure to High School and College programs and competes against the highest available competition. Once you have completed your time at Motion Volleyball, we guarantee that you will become not only a more valuable player, but also a more valuable person.

Our Multiphase Approach...

Skill Development & Analysis

In addition to our top level skill development, we use the latest in technology and training to analyze, teach, and focus our efforts on improving the skills needed to achieve peak performance.

Performance Training

Comprehensive performance training and injury prevention are an important component of Motion Volleyball Players. That is why we have partnered with **Ethic Sports Performance Training** to combine their performance enhancing training with our volleyball skill development.

Nutrition

Proper nutrition is an important part of an athlete performing at their best. Our coaches and staff encourage and help to educate our players about the importance of proper nutrition.

Competition

By playing many tournament days in competitive settings, we maximize the competitive environment and push our athletes past their comfort level. This develops stronger athletes both physically and mentally.

Mission Statement

The mission of Motion Volleyball Players is to teach, develop and reinforce the proper fundamental skills necessary for young athletes to succeed in the competitive sport of volleyball while providing positive examples of life skills necessary to excel into adulthood. Motion Volleyball Players focuses on teaching advanced techniques and providing a competitive environment for those wishing to excel at the highest level of volleyball.

Motion Volleyball Players will strive to educate Players/Athletes/Youth on both fundamental and advanced skills, rules, strategies, proper diet/nutrition, fitness, and leadership qualities to not only become a more valuable player but a more valuable person. We are here to help players take their game to the next level and achieve their goals as volleyball players and members of their community.

Our Philosophy

Our organization believes that the lessons athletics teaches us stay with us throughout our lives. The structure, the discipline and effort required to succeed in sports – in particular, team sports – teaches its participants lifelong lessons of teamwork, confidence, trust, dealing with adversity, overcoming obstacles, earning what you want, responsibility, how to dig deep inside and how to win and lose gracefully.

Our program is dedicated to the growth, development and education of its players and their families. Our vision of the “complete player” development charges us with the task of preparing players for the physical, mental, and emotional demands that high-level competition places upon athletes.

With positive reinforcement and emphasis on setting individual, team and club goals, Motion Volleyball Program will foster a sense of competitive togetherness and family. Our athletes will be put in an environment that can and will allow for personal achievement inside the team dynamic. We emphasize performance coupled with enjoyment of the sport and personal accomplishment.

It is our commitment to the sport and those who love and support it that fuels our efforts. We understand that for most, volleyball is not the only important thing in life, but for our athletes and their families it is an especially important part of their lives currently. The path to personal and team achievement is difficult and unpredictable. Our staff recognizes this and pledges to proactively assist the players and their families with the struggles they may encounter along the way. The goals and objectives of the player must be synchronized with that of the team and the program as a whole. This requires compromise and understanding on behalf of all parties involved.

Motion Volleyball Players pick from the best players in the area to compete locally, regionally, and nationally. The junior volleyball teams that Motion Volleyball Players hosts are a vehicle for young athletes to improve their skills and to be seen by their high school coaches as well as college coaches in hopes of being recruited and receive a college athletic scholarship or just play at the college level.

Our Principles

1 - ENCOURAGING ENVIRONMENT

Motion Volleyball Players promotes an environment where young athletes can develop their volleyball skills and knowledge to the highest level they are able in a competitive volleyball program.

2 - PERSONAL DEVELOPMENT

Motion Volleyball Players provides an opportunity for players to improve their physical, mental, social and emotional capabilities. We want each member to become a More Valuable Player, Student, and Person.

3 - POSITIVE ATMOSPHERE

Motion Volleyball Players promotes an environment where parents, players and coaches aspire to conduct themselves in a manner that respects themselves, their families, coaches, teammates, opponents, club and the sport.

4 - MAXIMIZE PERFORMANCE

Motion Volleyball Players is dedicated to providing its athletes with the highest level technical, tactical, and physical training in a competitive atmosphere to reach their maximum performance as a volleyball player.

Our Staff

DIRECTORS and Advisory Board

Mike Pridavka – President and Club Director

Jay Golsteyn – Club Director, Advisory Board and Head Coach

Joel Golsteyn - Master Coach, Parent Liaison

Addison Mertler – Assistant Club Director, Recruiting Coordinator

Joe Banske - Boys Director, Social Media Liason

COACHES

See the Website for Bios and additional information. <https://www.motionvolleyball.com/coaches>

Club History

Motion Volleyball Players youth organization founded by Mike Pridavka and Dave Goetzel in 2012 with just 12 players ranging in ages from 15-16 on a 16s-1 team. Motion Volleyball Program hoped to grow in the years to come to include more athletes and teams at all ages – But despite our size, we strive to focus on each individual athlete to give each player the attention they deserve to grow as a person both on and off the court.

In our second year we were able to secure three addition great coaches and offer four additional teams. This was comprised of two 12s, two 14s and a 17/18s combine team. It proved to be a great year with two of our teams going to Nationals and 3 of our 18s going on to play college volleyball.

We will only add teams and ages if we can find the right coach so we strive to attract top notch coaches in the area. Our coaches are dedicated to coaching and teaching volleyball, and their success is reflected in the success of players and teams they have coached and the players that come to play for them. Our goal in year one was to earn a bid to the USA Volleyball National Championships. We were able to earn a bid to the USAV Girl's Junior National's in Dallas, TX and our goal will always be to prepare and take our teams to national competitions.

In our third-year things really took off. We attracted additional high-level coaches and players and grew from five teams to 13 teams. Some call it explosive growth; we call it offering great volleyball players a place to come and hone their skills. With over 200 in our program now we still focus on helping each individual athlete reach their potential.

The 2021-22 Season we brought in Jay Golsteyn as the Club director to spearhead a push to moving this club into a different direction after Covid. We grew the club to 25 teams and nearly 300 players in his first season at the helm. In 2022-23 season we grew to 32 total teams, 23 girls and 9 boys teams. We expect to have over 350 players in the 2023-24 season.

We were also immensely proud of what we have built and the lives we have touched. We don't push one model fits all and embrace our coaches desire to run their teams how they want but we have also instituted a new system that gives coaches a framework of certain things we want done in specific ways so that we can build on it each year. We have specific skills that we believe are important to be learned at each age group but we give our coaches the autonomy to find the best ways to teach those skills. We think these different styles and personalities help athletes learn at a faster rate.

Each season we continue to enhance our systems making registration, communication payments and ordering easier each year. We have a long-term partnership with WKP Apparel to handle all of our uniform and spirit wear needs from start to finish.

Moving forward we plan to keep expanding, keep growing, keep improving and keep getting better at what we do. This is what we want for our club and what we want for every athlete and parent that becomes part of the MVP family.

Club Contact Information

The best way to find out information about our club is to visit our website at <https://www.motionvolleyball.com/>.

Club Address: N76W23861 Hidden Oaks Dr., Sussex, WI 53089

Main Phone: 414-406-8470

Club Director: Jay Golsteyn – 615-618-5087

Facebook: <https://www.facebook.com/motionvolleyballprogram>

Instagram: [Motion Volleyball Players Instagram](#)

About Badger Region Volleyball Association

Motion Volleyball Program belongs to the Badger Region Volleyball Association, one of the 40 Regional Volleyball Associations in USA Volleyball's nationwide network. Each member of Motion Volleyball Program is also a member of Badger Region Volleyball Association and USA Volleyball.

Badger Region Volleyball Association is a non-profit membership organization dedicated to providing a high-quality volleyball experience to our members. Badger Region Volleyball Association is the Wisconsin chapter of USA Volleyball and the premier volleyball authority in the state. Whether you are a junior player or an adult, an official or a fan, a parent, or a coach, we believe our organization can provide you with a high-quality experience in the volleyball world.

A 501c3 non-profit organization, Badger Region Volleyball Association is comprised of more than 10,000 members across the state of Wisconsin and provides services and education to more than 100 junior clubs and scores of both junior and adult players, officials and coaches. Each club is an independently-run business under the umbrella organization of Badger Region Volleyball with regards to rules, policies, procedures and membership.

Badger Region Volleyball Mission Statement:

The Badger Region Volleyball Association promotes initiatives for safe, structured and fun life-long volleyball experiences!

Our Vision:

- * To grow the number of players, coaches, officials, spectators and other volleyball enthusiasts
- * To provide the highest quality volleyball experience in education, training, and competition;
- * To provide advocacy, support, recognition and administration to the volleyball community

About USA Volleyball

USA Volleyball (USAV) is the National Governing Body (NGB) for the sport of volleyball in the United States and is recognized by the Federation International de Volleyball (FIVB) and the United States Olympic Committee (USOC). The vision of USAV is to be acknowledged as the world leader in volleyball. In order to accomplish this mission, goals are to be achieved, including the following:

- Competitive Success: To win gold medals in every international competition
- Sport Growth: To achieve full participation in volleyball at all levels and geographical areas
- Sports Enhancement: To improve support services necessary for the quality and conduct of programs to ensure recognition as the authority and expert for volleyball
- Administration: To develop and maintain a structure which will effectively and efficiently assist in achieving the vision and mission of the Corporation

USAV is committed to and works toward opportunity for all to participate. It is an advocate for all Americans – endeavoring to assure universal access to opportunities at all levels of the game.

USA Volleyball believes that volleyball has so many positive things to offer those who participate. First, and most importantly, whether one is a gifted athlete or recreational player, volleyball is FUN! It is a lifetime sport enjoyed by players from 5-80+. Participation in volleyball is a good exercise and involves team cooperation and spirit. We are committed to introducing our sport to all of America.

Included by Team and Fee Information

U10-U14 Fee Structure – refer to our website motionvolleyball.com

U15-U18 Fee Structure – refer to our website motionvolleyball.com

1. Your membership dues can be paid in installments during the season (**Parent Player Meeting Date first payment is due then based on each individual plan will have monthly scheduled payments**)

Payment Methods

| | |
|-------------|--|
| Check | <u>Monthly Checks</u> made out in the amounts due, dated and signed |
| ACH | Automatic deduction set up in the system to debit checking account on date due |
| Credit Card | Credit card on file that will be automatically charged on each due date |

Unless an alternate payment plan has been arranged and approved, all player dues must be current within 7 days of the due date. Any player whose account is out of compliance will not be allowed to practice or play until the account is current.

- Any payment that is late (more than 15 days) is subject to a \$50 late fee. If the payment is received late but without the additional late fee, the player will not be eligible to play.
 - All player dues must be paid in full by March 30th or the player will not be allowed to participate.
2. Club dues are not dependent on the number of tournaments or practices a player can make. Each member of the team will pay the same amount for the entire season, regardless of circumstances.
 3. On an individual family/player basis, dues and fee payment structures can be modified to accommodate family/player circumstances. Please speak with the club director regarding this matter. The club director will not discuss specific arrangements with anyone other than that family. Dues are at the club's discretion.
 4. Coaches cannot accept club payments. Payments can be delivered in person to a Club Director or mailed to the club at the following address: MVP Volleyball, c/o Mike Pridavka N76W23861 Hidden Oaks Dr., Sussex, WI 53089. All credit card and ACH payments are processed through our website online by Oasys Sports.

Payment and Refund Policy

1. When you accept an offer to participate, you accept the financial obligations for the entire club fee for the entire season. Upon acceptance of an offer you agree to pay all dues for the entire season including all additional fees for Nationals, if the team that you have accepted an offer for goes to Nationals. When teams are comprised, monies immediately go directly into practice facilities, coaching, programs, uniforms, tournament entries, equipment and other fees. The club has seasonal contracts with coaches, facilities or service providers that must be paid for no matter what the player's circumstances are. This means no matter what, injury, moving, illness, not wanting to continue, quitting, being asked to leave or any other reason whatsoever you agree to pay the entire amount due.

2. If for some reason you decide not to pay the entire amount due, for any reason whatsoever, and the club is forced to take legal action or go to court, you will also be completely responsible for all collection, court and legal fees incurred by the club to collect the full amount plus any penalties.
3. Do to our non-profit status and our budgetary requirements, we cannot offer refunds. Refunds will not be given to athletes who choose not to play because of conflicts, location of practices, team or coaching assignments, individual playing time, injury, illness or any other reason. Dues are NON-REFUNDABLE under any circumstances, even in the event that the athlete quits, is injured, ill or asked to leave the club at any point in the season for any reason.
4. Under no circumstances will a refund be issued if the player or parent violates any portion of this Agreement or our Zero Tolerance Policy.
5. If for any reason club dues are not paid in full, the club will take the appropriate legal action as well as file the appropriate paperwork with the Badger Region to collect any outstanding fees as outlined below:

Badger Region Volleyball Association's Policy On Unpaid Player Dues

A junior club player/family must remit all club fees as specified by their club/team, within the club's scheduled time frame. If fees or items are outstanding at the end of the club's season, the club director may use any legal means necessary to obtain payment, i.e. collection agency or small claims court. Nonpayment or outstanding items owed may also result in the club submitting the athlete's name to the Badger Region office for placement on the Delinquent List, which is available to any club director who is looking to make offers for their club or add players to a team. A notice will also be placed in the player's membership record for informational purposes. Club directors should also inform families that by not fulfilling their responsibilities, their child may have received improper benefits, which is a WIAA violation and could put their child and their child's team in jeopardy for WIAA (or their state's) high school eligibility. Club directors may also choose to notify the high school coach of this, and the Region will make available names to high school coaches who are seeking information. A letter or email requesting payment should be sent to the family prior to submitting the athlete's name for the Delinquent List, and it should include the parent's name, player's name, player's age level and notification of this policy, with a copy to the Region office. Club directors must notify the Region office immediately when payment has been made. *All contracts and payment circumstances are between the club and the family, the Region does not get involved in financial disputes.*

Tryouts

Most of our teams are filled utilizing tryouts but we have had some invite only teams comprised of girls and parents that have formed their own teams. Each year we evaluate a large number of athletes during tryouts, and every athlete is evaluated on their individual strengths. Each athlete must come to the tryouts ready to compete for a place on one of our tryout teams. An athlete with a limiting physical or medical condition should contact the club prior to tryouts. Players should never assume because they are on a team one year that they will automatically make a team the following year. Each year athlete's skills improve and each year the pool of athletes to choose from changes. Some athletes have extensive playing experience while others do not. Athletes go through a physical evaluation; coaches evaluate their potential as well as intrinsic traits. We base our selections on what the athletes do during the tryout period and what we perceive their potential to be.

Tryout Procedure

All players of the same age group will be evaluated by several members of the club staff. Even if these coaches aren't standing directly on the court, there are people watching for skills and also leadership and communication skills from each athlete.

Team Composition and Placement

- Teams typically will consist of between 10 to 12 players. Total team participants are left to the discretion of the club director and team coach.
- The number of teams within each age group is dependent upon:

- The number of players at that particular age
- The number of players at tryouts
- The number of available coaches
- The number of available practice courts
- Teams will be chosen in an effort to maximize the advancement of ALL players
- It is up to the discretion of the coach and club director if they would like to move a player to a different age group (“playing up”).
- Teams will usually be divided into single age groups: 12s, 13s, 14s, 15s, 16s, 17s and 18s. Players may play up in age levels based on their skillset.
- Players may be asked to move between teams in some circumstances

Offer/Commitment Process

All offers to play with Motion Volleyball Players will be made in person in writing, via email or phone call by the offering team Coach or Club Directors.

Individual clubs will determine their tryout schedule. Badger Region encourages all prospective athletes to directly contact each club they will be trying out for to determine how the tryout processes will work on a club-to-club basis.

WHEN PURCHASING A BADGER REGION MEMBERSHIP FOR THE 2021-22 SEASON, ATHLETES, COACHES AND DIRECTORS ARE AGREEING TO ABIDE BY ALL BADGER REGION POLICIES, INCLUDING THOSE FOR TRYOUTS, COMMITMENTS AND CLUB SELECTION.

Formal acceptance of an offer is determined by when the player accepts an invitation from Motion in Sports Engine. Upon official commitment to a club that is registered with Badger Region/USA Volleyball, the athlete must remain with that club/team for the remainder of the Junior Volleyball season

14 & Under Girls

- First available date for tryouts: Oct. 7, 2023. Commitment period after offer received no later than Monday Oct 4th at 7:00pm

15 & Older Girls

- First available date for tryouts: Nov. 11, 2023. Commitment period after offer received no later than Monday November 13th at 7:00pm

All Boys

- Boys 14 & Under: First available date for tryouts: Oct. 7, 2023. Commitment period after offer received no later than Monday Oct 9th at 7:00pm
- Boys 15 & Over: First available date for tryouts: Nov. 5, 2023. Commitment period after offer received no later than Tuesday November 7th at 7:00pm

Notes: As always, players are encouraged to let clubs know of your intentions as soon as the decision has been made – a player does NOT need to wait until the deadline to accept or decline an offer. Individual clubs may choose to extend offer deadlines, at their discretion, or athletes may ask for this extension. Any extensions granted (or not) are the sole responsibility of Badger Region member clubs.

A club program who has given an offer of membership to a player may make one (1) club-initiated follow-up contact with that player between the time of the offer and the subsequent commitment date. A club-initiated contact shall be defined as a phone call, email, text or Facebook message by a representative of the club program making the offer.

[Please click here to visit the Frequently Asked Questions](#) .

Please contact your regional [Board of Directors representative](#) or the [Region office](#) with questions.

Practices

Only IMPACT-certified adults with current USAV memberships and properly background-checked club personnel are allowed to provide instruction and have on-court contact with players during practice or tournaments.

Parents are allowed to attend and watch practice if they so choose, however, parents are not allowed to “shag” balls or be on the court during practices or tournaments unless they are registered with USAV/Badger Region. (This is due to insurance limitations)

We expect players, parents and coaches to keep facilities clean while we use them. If we abuse a location, we risk losing it. Players are asked to turn their cell phones off during practice. Any player whose phone rings, beeps or plays a sound during practice will face consequences. We need their attention and we need them to focus.

Locations and Schedule

Practices will last approx. two hours and will include basic and advanced volleyball techniques and scrimmage time.

Each coach will discuss their practice locations and times with their team. We do everything in our power to have two consistent days of the week for practices. With that said locations may change depending on location availability but this will be communicated to the team by the coach. By accepting an offer you are committing to coming to practice. Specific details should be worked out with your coach.

Practices will be conducted by the team’s coach and/or assistant coach(s). **YOUR TEAM’S CALENDAR IS SUBJECT TO CHANGE AT ANY POINT DURING THE SEASON.** Changes will be made on the website, via email or direct communication from your coach so please be sure to check prior to practice. Also check email, text, voicemail, and the website in the event of seasonal weather which may cause cancellation, location or time changes.

Pick-Up & Drop-Off Information

Parents of players age 15 and under are asked to come into the facility to pick up your child. This is for all of our players’ safety, as various organizations use the facility we are in at the same time. We do not know all of these people and want to err on the side of caution. If your child doesn’t have a valid driver’s license please plan on coming in to pick them up. The safety of your child is of the utmost importance to us.

Parents are reminded to pick your child up timely at the end of practice. Coaches should not be required to wait 15+ minutes for players to be picked up after their scheduled practice is completed. If this is a consistent problem, parents of the player(s) will be contacted by the Club Directors.

Practice Structure & Attendance

Scheduled practice time is start time. Please arrive early enough to be dressed and completely ready for practice by designated start time, which usually requires 15 – 20 minutes before start time. Practices will start on time and if players are late they are hurting themselves as well as their team. **BE ON TIME.**

IF AN ATHLETE 14 OR OVER CAN NOT BE AT PRACTICE, THE ATHLETE IS EXPECTED TO GROUPME, TEXT, CALL OR EMAIL THE COACH 24 HOURS IN ADVANCE UNLESS AN EMERGENCY ARISES. FOR 13s AND UNDER THE PARENT IS EXPECTED TO COMMUNICATE IN THE SAME MANNER WITH THE COACH. The coach will inform the team of the method of communication they will use for the season. It is the athlete’s responsibility (not the parents) to reach the coach before the practice starts. If unable to attend due to a previous commitment, let your coach know at least a week in advance.

All athletes are expected to attend every practice and each training session. Only an illness serious enough to keep the athlete home from school or a genuine family emergency are legitimate excuses for missing practice. Regardless of the reason, if an athlete misses practices, playing time may decrease and roles may be reviewed. Although strong academics are encouraged, athletes are expected to balance homework and studying with their practice schedule. Just as if the athlete were in college playing a sport, this will prepare them with the skill of time management needed to be

successful on and off the court. Special considerations may be granted during an exam week, but that should be worked out with the coach in advance, and only if necessary.

Practice Cancellations – Weather-Related Cancellations

Please be aware that Motion Volleyball Program may have to cancel practice at the last minute due to weather, coach unavailability, personal emergencies and facility scheduling conflicts.

WEATHER-RELATED CANCELLATIONS: If schools are closed or school events are cancelled, in many cases so will our practices be cancelled. If the morning/afternoon forecast calls for bad weather late in the day, keep an eye on your email, text, voicemail and the website. Any cancelled practice will be announced on the website and via email by 3:00 p.m.

Parents and Players are encouraged to use their best judgment when attempting to travel to practice. The safety of the athlete and their family is our first concern and priority. If you will not be able to make practice due to weather, please call, text or email your coach as soon as possible.

Playing Time

What determines playing time?

Playing time is very important to us. It is important to apply the skills and fundamentals taught in practice in match situations – only then can a coach and player truly realize which skills the player is proficient at and which skills require more training. Your club membership fees go toward practice time and instruction by qualified experienced coaches, NOT playing time in tournaments. We will guarantee a “fair” amount of playing time in tournaments based on performance, not an “equal” amount. The amount of playing time an athlete receives is solely at the discretion of the Coach and is earned by the player at practice and during tournaments.

When assessing the amount of playing time, make sure that the comparison is being made about players who play the same position. For example, there may be only two middle hitters on a team and three outside hitters. One outside hitter must sit out, since only two would play in any given game. Yet the two middle hitters would play all the time. Please also keep in mind substitution rules, positions and rotations.

More playing time is earned by being at practice and working hard to improve, as well as executing the skills when given the opportunity to play. Coaches are advised to give everyone an opportunity to contribute their individual skills and abilities to the team during matches. Those skills and abilities may include being a hitter in the front row, serving and playing defense in the back row, or playing all the way around. When teams advance past pool play, this is the time to reward those players who have excelled when given opportunities earlier in the day. THE AMOUNT OF PLAYING TIME FOR ALL PLAYERS IS AT THE DISCRETION OF THE COACH AND MAY NOT BE EQUAL FOR ALL PLAYERS. Our coaches are given the right to do what it takes to win.

Attitude toward teammates and coaches, willingness to learn and apply, communication and comprehension also all go into playing time considerations. Our coaches realize that everyone has a bad day. Athletes will be evaluated weekly on whether they are ready to compete and how they will be used. Just because an athlete was not utilized one week does not mean they will not be used the next week. Each athlete will be given the opportunity to earn their spot and their playing time each week. Coaches will use statistics and video to keep track of how well a player is performing. These will be shared with athletes and parents so that players know exactly what is expected of them to increase their playing time.

Communication regarding playing time

Parents should NOT talk to the coach about playing time. If you have a concern about playing time, ask your daughter or son to meet with the coach to discuss what is needed to get more playing time. Coaches are instructed to give detailed information on what it will take for each player to get more playing time. After the player has met with the coach one on one a parent player meeting may be requested. The acceptance of this meeting is at the discretion of the coaches and or club directors. The Coach has the ultimate authority to play whomever they want in any situation to put the team in the best position to win.

Please be very careful what you say, how you say it, who you say it to and when you say it. Being disrespectful or attacking a coach or any club personnel in any form will not be tolerated.

Competition and Tournaments

Scheduling and Objectives

Motion Volleyball Program will work to book the most competitive schedule possible for the athletes on each team.

Non-refundable tournament fees are paid by Motion Volleyball Players on or before December 1 to the respective tournament hosting clubs. Tournaments are RARELY, if ever, cancelled because of weather. We are expected to make every effort to attend. However, if we decide for safety reasons not to attend, the club will notify all players and coaches of the recommendation not to attend.

Day-Of Schedule

Each tournament format is determined by the organization hosting the event. Tournament hosts will provide actual day-of scheduling details no later than the Wednesday prior to the tournament date. This will be either emailed out or posted on their website. Club Directors or your coach will send you this information as soon as we receive it. PLEASE DO NOT REPEATEDLY CONTACT US ABOUT THE SCHEDULE as we do not have this information prior to Wednesday. Plan on being at each tournament early in the morning and remaining there all day long. DO NOT LEAVE A TOURNAMENT FACILITY WITHOUT NOTIFYING YOUR COACH. Coaches will notify players what time to be at each tournament. Teams do one of three things at a tournament: play, officiate, sit out (time to eat and watch other teams, especially those in our club). Tournaments can run ahead of schedule or (more often) behind schedule, so please be prepared. Please stay in contact with your coach while at tournaments because things can change at any time during the tournament. Please also be aware that there could be additional charges for spectator entry and/or parking, and many facilities have rules regarding outside food and beverage. We as a team/club can/will be penalized for breaking these rules.

Uniforms

Bring all of your jerseys and your entire uniform package to every tournament. If you forget a jersey you may not play that day depending on what jersey the team or coach have decided to wear that day. Double check your gear before you leave to go to each tournament.

Teams competing in Qualifiers and National competitions will need to agree upon a standard pair of Spandex, and all girls must wear. All Spandex MUST match, you cannot have Spandex shorts with different manufacturer's logo. Once a logo is on the spandex, it becomes part of the team's uniform, and all must match.

Uniforms are to be worn only on tournament days and only by team members. Uniforms should not be worn for practice or out in public. All players are expected to be in full uniform each time the team competes at a tournament and to bring all uniform pieces to every event. If you happen to lose or damage your uniform, you will NOT be provided with a new one. It will become your responsibility to replace it. Uniform maintenance is the responsibility of the player – wash only

in cold water and air-dry – if you forget your shorts or jersey, you will NOT be able to participate. PLEASE PACK ALL UNIFORM PIECES THE NIGHT BEFORE A TOURNAMENT AND CHECK IT TWICE! When at a tournament and not playing, all athletes are required to wear Motion Volleyball Program apparel.

Scorekeeping and Officiating Duties

All players are expected to help officiate in one of these capacities:

- Line judge
- Scorekeeper (visual or paper)
- Libero tracker
- 2nd referee (down)

Training will be provided to all club members prior to the first tournament to be able to do each of these positions, and online tools are also available to help you learn. NO PLAYER IS EXEMPT FROM OFFICIATING DUTIES! The Coach will determine how duties are assigned.

It is also important to note that oftentimes when you lose your last match of the day, you will be expected to officiate the next match. NO PLAYER MAY LEAVE THE TOURNAMENT IN ADVANCE OF THE ENTIRE TEAM, REGARDLESS OF WHETHER THEY ARE ASSIGNED AN OFFICIATING DUTY OR NOT. Under certain extreme circumstances, permission may be granted by the Coach for a player to leave early.

No cell phones or electronic devices should be at the scorekeeping tables or used by any player with an officiating assignment. If seen by the coach, they will be confiscated and turned over to the parent(s). If a parent is not present, the phone or device will be held by the coach until the end of the day. We also discourage players from eating at the scoring table or any other activity that may cause the players working the match to become distracted.

Please pay complete attention while officiating in any capacity, you expect the same while you are playing.

Travel

Many tournaments require travel time. It is the responsibility of the family to get the player to the tournament on time. This may mean traveling as a family or making arrangements for your child. If sending your child with another family, it is suggested you provide some gas money. Coaches are NOT allowed to transport players, unless that player is their child. These trips are for the player's volleyball experience and training as a member of a team, not a family vacation.

Parents must understand (as indicated in the forthcoming Agreement at the end of this handbook) and agree that when the team is traveling to tournaments, Motion Volleyball Program will not act in place of a parent or assume any duty of supervision or guardian, including at hotels or in the course of transportation to or from the event.

There are different types of events that we will travel to:

- One-day event held on a Saturday or Sunday, generally starting at 8-9 a.m.
- Two-day events held on Saturday and Sunday
- A National Qualifier, which involves leaving on a Thursday and playing Friday, Saturday and Sunday, or leaving on a Friday and playing Saturday, Sunday and Monday.
- A larger national tournament that spans 3-5 days and can include long distance travel to and from the event

Weekend or longer tournaments may require overnight lodging that is not included in the team fee. Players are required to stay with a parent or other designated adult. You will need additional funds for food, t-shirt purchases, etc. Any

flights will be the sole responsibility of the individual family. Motion Volleyball Program will provide the Team Rep and all parents a set of travel parameters specific to each event, including earliest and latest time of arrival, hotel check-in procedures, event site locations and restrictions, departure times and schedules.

Although we will provide site directions given to us, please double check with other sources. Please make sure you know where you are going and allow more than enough time to get there. Getting lost is not an acceptable excuse for being late and could jeopardize playing time.

All Motion Volleyball Players will demonstrate good behavior at tournaments, which includes:

- No discussion with officials concerning calls unless called on as a
- Help officiating when asked by your coach
- Return balls to ball bag after warm-ups and keep track of medical bag
- Food is to be eaten in the designated area
- Clean up the bench area of empty bottles after matches
- No stealing or vandalism
- No smoking, drugs or alcohol
- If staying at a hotel, players must adhere to the lights-out policy (as established by the coach), even if staying in a room with adults
- An adult needs to be present at any time that multiple players or their guests (boy or girls) are congregated in a room.
- Do not leave the gym or tournament until the coach releases you

Any violations of these policies may result in suspension of play and possible dismissal from the club. Serious offenses will also be reported to the appropriate authorities, the Region and high schools.

Motion Volleyball Program will not be responsible for any player's personal items while participating in an event. All athlete's personal items will be their own responsibility while playing or during hotel lodging. It is advised that no jewelry be brought to tournaments as it cannot be worn. It is also advised that cell phones be left at home or turned off, as tournaments are a time for competition, not texting.

Communication

Club Communication Policy & Guidelines

Parenting and coaching are important and complimentary vocations and by working together we are able to better provide benefits to the player. Since he/she is beginning to move into the adult world, one of our goals is to make them responsible for their own actions.

- Communication Coaches Expect From Parents
 - Advanced notification of any schedule conflicts. Preferably an email, phone call or GroupMe text.
 - Specific concerns with regards to a coach's philosophy and/or expectation.

Since our goal as a program is to move each athlete forward in their development as a player and a person, it is our request that you encourage your child to discuss any of the issues first with their coach. If your child is unclear of the resolution, please feel free to contact the coach with your child present.

- Appropriate Concerns to Discuss With Coaches
 - The treatment of your child – both mentally and physically

- Ways to help your child improve
- Concerns about your child’s behavior
- The players academics well being

Our coaches are professionals who make tough decisions based on what they believe to be the best for the team and athletes involved. Certain things can and should be discussed with coaches. Other things, such as those in the following section, must be left to the discretion of the coach and will not be discussed, either in person or via phone or email:

- Issues Not Appropriate To Discuss With Coaches
 - Team Strategy
 - Play Calling
 - Other Athletes or Coaches
 - Playing Time (unless framed such as “what can my child do to earn more playing time?”)

Situations may arise that may require a conference between the coach and a parent. These are to be encouraged, and it’s important that both parents/guardians of the player have a clear understanding of the other’s perspective. Please read on for the Motion Volleyball Program Grievance procedure.

Grievance Procedure

The following guidelines have been established to protect the players, coaches and parents from awkward and inappropriate situations when it comes to the professional discussion and handling of grievances. The coaches within Motion Volleyball Program have been instructed to adhere to these guidelines to better maintain the club/player/parent relationship.

The procedure to discuss concerns about policies and actions are as follows:

1. The athlete should speak with the coach regarding the matter first
2. If the matter remains unresolved and there is a legitimate concern, the parent AND athlete should request to meet with the coach and club director. Coaches will ONLY meet with parents when the athlete is present, and not at a tournament.
 - a. Please do not confront a coach before, during or after an event. Arrange to meet with your coach at a convenient time for all parties, including before or after practice.
 - b. If a parent approaches a coach during a tournament, we have instructed our coaches to refuse to discuss the situation, to refer the parent to a club director, and walk away.
 - c. We also instruct our coaches not to get involved in a texting or email conversation.
 - d. We highly suggest that parents and players wait to ask for a meeting after they have had time to discuss and think about what they would like to discuss. Let things cool down and make sure you have all the facts of what was going on before requesting a meeting.
3. If the matter still remains unresolved, the parent can request a meeting with the club director, along with the coach and the player. THE PLAYER MUST BE PRESENT AT THE MEETING. A final decision will be made by the Club President if the matter remains unresolved.

It is important that players and parents alike understand that conversation with a coach is allowed and encouraged at any time throughout the season as long as it is civil, polite and respectful. However, when problems arise, we will all need to be rational and calm before any discussion occurs.

Also please note that Motion Volleyball Players will not acknowledge or act upon any negative emails. While convenient for conveying details, email can also leave room for interpretation of feelings and misunderstandings. To initiate the grievance process, please contact the coach by phone, text or email to schedule an in-person meeting.

Reporting Inappropriate Behavior of Club Staff

Motion Volleyball Program vigilantly maintains a policy that places the safety of the young athletes entrusted to our care and instruction as our highest priority. We watch team activities and interactions closely to try to prevent any miscommunication that causes discomfort to any of our athletes or parents. If you see behavior of a Motion Volleyball Program employee that you believe to be inappropriate, report it immediately to one of the club directors. All complaints will be investigated. Any employee found to be in violation of our policy would be subject to discipline, which may include dismissal or turned over to the authorities. There will be no retaliation against any complainants and/or witnesses who participate in an investigation. If you have any questions regarding Motion Volleyball Program policies or procedures, please do not hesitate to contact the club directors.

Team Contact List, Website and Other Communications

Once the club's teams are formed, team contact lists will be assembled. Each list will consist of all team member's names, parent's names, addresses, phone numbers and email addresses. This list will be distributed to all coaches by the club director. The coach for each team will then distribute to their team. Corrections can be made directly to the club website or given to the club director or coaches as soon as they are noticed.

Regularly check out the Motion Volleyball Program website as this is where a majority of the answers to questions will be posted – locations, dates and times of practice and tournaments, etc. We also urge members to make sure we have a regularly-used and correct email address on file as information will be communicated that way as well. Motion Volleyball Program uses all forms of social media to communicate club/team information; from time to time the coach may send a broadcast text to the team alerting them of special information. Our coaches have been instructed to keep the texting to club specific information only. If you prefer to “opt out” of this form of information, please contact the coach to make sure you get the information in another format.

Social media is also popular; however, we urge coaches not to accept “friend” requests from their players, nor any other current players under the age of 18. We will utilize our Motion Volleyball Program Facebook page and Instagram; however, official communication and information will be via our website, emailed or Group Chat directly from the coach.

At events, we encourage all players to use their phones for team communication and limited other purposes. Players are there to play volleyball and focus at the task at hand. They are not allowed at the scorer's table and can be a distraction throughout the day. Face-to-face team communication and bonding are favored over texting or playing games during off times. Listening to music to get motivated for the next match during time off at events is fine as long as the team is together and communicating.

Team Parent

The role of the team parent is to assist the coach with administrative duties as assigned by the coach. We will ask for one or more parents to volunteer for this role. Other duties of the team parent:

- Organize team dinners or meals at tournaments
- Make sure that everyone has a ride to/from a tournament or practice, arrange car pooling
- Distribute directions to a site, and site rules (no food or coolers, etc.)

- Special events (team-bonding or overnight/weekend trips, birthdays, etc.)
- Checking on players during hotel stays

End-Of-Season Items

Player End-Of-Season Release

Motion Volleyball Players will not release players to play out the end of the season with any other Region club unless worked out with the club director. This is at the sole discretion of Motion Volleyball Club.

Season-Ending Functions

The club or your individual team may have an end of the season party after the season has ended. Details will be provided.

Other Club Offerings

During the off-season months, Motion Volleyball Players may hold training opportunities open to anyone interested, including one-on-one training, tuneups, camps or clinics. Keep an eye on our website for more information.

How To Be A Supportive Parent

Youth programs cannot be successful without the support of parents. The following guidelines are for concerned parents as they strive to be supportive of their young athletes without being pushy.

1. Supportive parents focus on mastering sport skills and strategies rather than competitive rankings. Sport mastery focuses on performance, which can be controlled by the athlete, while competitive ranking focuses primarily on winning and losing, an outcome, which is frequently outside the athlete's control. An overemphasis on competitive rank and an under emphasis on sport mastery is a primary cause of a dramatic dropout rate in competitive sports by 12- to 18-year-olds.
2. Supportive parents decrease the pressure to win. Supportive parents realize that sport creates its own pressure to succeed. Additional pressure from the parent is likely to be counterproductive, particularly, in the long run. Supportive parents avoid making the outcome of the game bigger than life. As a game or a competition becomes blown out of proportion, a youngster's self-esteem can become tied to winning or losing. A child should not feel less valuable or less loved when a match is lost.
3. Supportive parents believe that sport's primary value is the opportunity for self-development. The probability of achieving lasting fame and glory via sport is low. Many outstanding athletes never achieve professional status. However, their sports experiences have allowed them to develop life-long values and self-respect.
4. Supportive parents understand the risks. Competition places the athlete on center stage. Anytime competing is willingness to chance failure. Giving your best is what athletics is all about.
5. Supportive parents communicate their true concerns directly with the coach/teacher. A positive working relationship is based upon clearly communicated mutual goals among parents, coaches and athletes. While a parent cannot control the behavior of a coach/teacher, they can communicate with the coach/teacher on a regular basis about the overall development of their child.
6. Supportive parents understand and respect the difference between parental roles and coaching roles. While parents are ultimately responsible for their child's development, once they have chosen a program/coach they must leave the coaching to the coach/teacher. Even though Supportive parents often play sports with their child they avoid coaching "over the shoulder" of the coach/teacher and/or publicly questioning the coaching decisions.
7. Supportive parents control negative emotions and think positively. Few athletes wish to perform poorly. Negative reactions to poor performances only add to an athlete's pressures. Supportive parents realize that even the athlete who "chokes" is trying to succeed. In fact, part of the problem with many athletes is that they are trying too hard to succeed. Criticizing such athletes does little to enhance their performances.
8. Supportive Parents KNOW HOW TO HELP YOUR ATHLETE DEAL WITH FRUSTRATIONS OF TEAM SPORT - CONSIDER THE FOLLOWING: 1. How to deal with demanding superiors 2. How to be a cooperative team member 3. How to make use of both positive and negative feedback 4. How to cope with adversity 5. How to achieve mental toughness 6. How to be a gracious winner 7. How to live with the eccentricities of coaches, teammates, and opponents.

Guidelines for Being a Positive Parent

1. Be positive with your child. Let them know they are successful simply because they are a part of the TEAM.
2. Encourage your child to seek their own answers. If he/she is unsuccessful at working things out with his/her coach, schedule a meeting with the coach and have your son/daughter attend with you. (You may not be hearing the whole story - a very common occurrence)
3. Be supportive of the coaching staff. If you have questions or concerns, please talk with the coach at the appropriate time. Never approach a coach with complaints after a tough game. Wait and schedule a visit after everyone cools off.
4. Be careful not to show animosity or jealousy toward any of your child's teammates. Many things will aggravate you that do not faze your child. Do not make something into an issue if it is not an issue. This type of attitude can rub off on your child and affect the whole team.
5. Please think before criticizing anyone connected with the club or your child's team. Do not talk negatively about other players, the coach or staff to your daughter. Criticism is contagious and often very harmful and undermines the team. The damage can be irreversible.
6. Do your physical part as a parent. Get your child to practice on time and pick them up promptly. Encourage your son/daughter to work hard, be smart, and to do his/her best in everything they attempt. You are a role model for your child.
7. Insist on your child's respect for TEAM rules, game officials, and sportsmanship. As a fan, you are entitled to your enthusiasm, but please do not be belligerent towards players, coaches or officials.
8. Visibly show that you enjoy watching your child perform; this will make them feel better about individual participation, no matter what the role.
9. Positions and talent sometimes do not match up. Coaches attempt to do what is best for the team, putting the best physical mix and best "chemistry" on the floor. That may mean that sometimes your child may be playing "out of position" in an attempt to strengthen the team. Stay positive and maybe your child will flourish.
10. Encourage your child to PLAY FOR THE LOVE OF THE GAME, not for scholarship or something that is in the hands of college recruiters.

USAV/Badger Region Volleyball SPECTATOR/PARENT CODE OF CONDUCT

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I WILL:

- I WILL abide by the official rules of USA Volleyball.
- I WILL display good sportsmanship at all times.
- I WILL encourage my child and his/her team, regardless of the outcome on the court.
- I WILL educate myself on the unique rules of this facility.
- I WILL honor the rules of the host and the host facility.
- I WILL generate goodwill by being polite and respectful to those around me at this event.
- I WILL direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
- I WILL re-direct any negative comments from others to the respective Event Director or Program Administrator.
- I WILL direct all concerns regarding officials to the Head Coach or Club Director for my team/club as opposed to contacting the Head Official directly.
- I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
- I WILL support the policies and guidelines of the team/club that I represent.
- I WILL positively acknowledge effort and good performance for both teams, remembering that all of the players in this event are amateur athletes.
- I WILL model exemplary spectator behavior while attending this event.
- I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

I WILL NOT:

- I WILL NOT harass or intimidate the officials, Line Judges, or Scorekeepers.
- I WILL NOT coach my child from the bleachers and/or sidelines.
- I WILL NOT criticize my child's coach or his/her teammates.
- I WILL NOT participate in any game or game-like activities – including on-court ball shagging - unless I have a current membership card with USA Volleyball.
- I WILL NOT bring and/or carry any firearms at any USA Volleyball/Region event.
- I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

Event management may refuse admission to, or eject without refund, anyone who is deemed disorderly, or who fails to comply with these guidelines or any and all security measures and laws.

Spectators assume all risks incident to the game, or related events and activities, including the risk of lost, stolen, or damaged property or personal injury.

Alcohol, Drug and Tobacco Policy

Coach, Player and Club understand and agree that the best interests of the Coach, Player and Club as well as the League or Region are vitally dependent upon the elimination of any and all use of alcohol, drugs or tobacco by a Player; abuse of alcohol and any and all use of drugs by a Coach. Coaches or Players therefore warrant that at no time during the term of the season will he or she abuse alcohol, drugs and tobacco. Coach or Player further agree to abide by the Board of Director's policy regarding alcohol, drugs and tobacco, their sale, purchase, use, possession and physical detection, which may be promulgated and modified from time to time and shall be published to the Club and all Coaches and Players. Coach or Player agrees that the MVP Management shall have the power and absolute discretion to suspend or terminate any Coach or Player for a violation of this policy. The MVP Management's finding and decision shall be binding and conclusive on all parties. Coach or Player hereby releases MVP and waives every claim he/she may have against MVP, coaches, officers and directors, the Commissioner and/or League or Region for damages and for all claims and demands arising out of, or in connection with, the decision of this matter by MVP Management.

PENALTIES:

DRUGS:

1st Offense: May be Immediately Dismissed, Reported to Badger Region, School and WIAA

ALCOHOL AND TOBACCO:

1st Offense: May be Immediately Dismissed, Reported to Badger Region, School and WIAA

ACKNOWLEDGMENT OF RECEIPT OF ZERO TOLERANCE ALCOHOL, DRUG AND TOBACCO POLICY

By signing the Parent Player Agreement, the Player, Parents or Legal Guardians of the Player, or Coach hereby acknowledges receipt of the MVP Zero Tolerance Policy and agree to be bound by the terms of the policy and the penalties imposed for violation of the policy. Violation of policy will not result in a credit or refund of any fees and the entire season dues must be paid in full immediately.

MVP fully backs and supports the USAV code of conduct as accepted by each player when they become registered annually member. MVPs code of Conduct may be stricter in certain situations than USAV.

USA VOLLEYBALL PARTICIPANT CODE OF CONDUCT

THE FOLLOWING ACTIONS ARE PROHIBITED:

1. Violation of any anti-doping policies, protocols or procedures as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Federation Internationale de Volleyball (FIVB), US Anti-Doping Agency (USADA) or the United States Olympic Committee (USOC). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USA Volleyball (USAV).
2. Possession, consumption or distribution of alcohol and/or tobacco if illegal or in violation of USA Volleyball (USAV) or Regional Volleyball Association (RVA) policy.
3. USAV policy prohibits the possession, consumption or distribution of alcohol and/or tobacco by anyone registered as a junior volleyball player at the event venue of any USAV/RVA sanctioned junior event.
4. Use of a recognized identification card by anyone other than the individual described on the card.
5. Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be part of any penalty imposed.)
6. Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons at USAV/RVA sanctioned events.
7. Any action considered to be an offense under Federal, State or local law ordinances.
8. Violation of the specific policies, regulations, and/or procedures of the USAV, RVA or the facility used in conjunction with a sanctioned event. (It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.)
9. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
10. Physical or verbal intimidation of any individual.
11. Actions that will be detrimental to USAV or the RVA.

USA VOLLEYBALL DISCIPLINARY POLICY:

| Infraction | When Occurred | Suggested Maximum Penalty ** |
|------------|---|---|
| First | Before or during event After event concludes | Individual disqualified (if person is a junior, he/she will be sent home as soon as possible and parent or guardian notified). The individual may be declared ineligible for USAV registration or RVA membership for one year starting from the date of infraction. The individual may be declared ineligible for USAV registration or RVA membership for one year starting from the date of infraction. |
| Second | Before or during event After event concludes | Individual disqualified (if person is a junior, he/she will be sent home as soon as possible and parent or guardian notified). The individual may be declared ineligible for USAV registration or RVA membership for two years starting from the date of infraction. The individual may be declared ineligible for USAV registration or RVA membership for two years starting from the date of infraction. |
| Third | | Individual may be declared ineligible for USAV registration or RVA membership for the remainder of his/her lifetime. |



Player & Parent Expectations for our 2021-22 Season

1. Represent your team, your club and yourself in a positive manner, on and off the court.
2. Be honest with your team, club, coaches and yourself. Follow rules and curfews.
3. Set high, yet attainable goals, for yourself as an individual and as a team member.
4. Respect coaches and their decisions. They are dedicated to helping you achieve your potential.
5. Communicate openly with coaches, teammates & captains. Report injuries, concerns, etc.
6. Accept constructive criticism from coaches and teammates to improve performance.
7. Don't make destructive decisions or bad choices which may result in loss of playing time or dismissal.
8. Maintain academic commitment throughout the season.
9. Maintain proper hydration/nutrition before, during and after practices or tournaments.
10. Use cell phones only at appropriate times or under special circumstances or emergencies!
11. Respect time. Arrive 15 – 20 min before practice. 60min before tourneys - ready to play 45min prior.
12. Dress properly for play, kneepads, t-shirts, team apparel & ankle braces/tapings if needed.
13. Set aside personal problems & situations before stepping on the court.
14. Continue to “earn” your position all season. Playing time based on skill, attendance, attitude & athleticism.
15. Focus on the team at practices, PEP & tournaments.
16. Only the floor captain will address the refs, but every player must always act in a respectful manner.
17. Attend and participate in practices, PEP and games. No unexcused absences. This is a commitment.
18. Have fun through unselfish participation. Support others that may sub for you.
19. Always "Go for it!" We learn from success or failure. Play to WIN!
20. Encourage teammates to do their best. Challenge each other and celebrate every point!
21. All players will remain at tournaments thru and including final officiating responsibilities – together!!!
22. Results will be achieved through hard work, dedication & intensity. Work hard and smart, including on your own.
23. We are looking for dedicated individuals & families that can make all practices and PEP session & work towards the goal of “Nationals”!

By signing the Parent Player Agreement, you are accepting a position on a Motion Volleyball Program Team and agree to honor the expectations outlined above. Additionally, you acknowledge responsibility for meeting stated financial obligations for the entire regular season, as well as any additional time and financial commitments upon the team being accepted to attend the Nationals Championships wherever it may be held.

Welcome Aboard and get ready for an incredible experience!



ATHLETE PROTECTION POLICY COMMITMENT TO SAFETY

Overview

In the event that any staff member or volunteer observes inappropriate behaviors (i.e., policy violations), suspected physical or sexual abuse, or misconduct, it is the personal responsibility of each staff member and volunteer to immediately report his or her observations to an immediate supervisor, an ORGANIZATION administrator or a member of ORGANIZATION'S Participant Safety Committee.

CLUB is committed to creating a safe and positive environment for athletes' physical, emotional and social development and to ensuring that it promotes an environment free of misconduct.

Staff members and volunteers should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities. Instead, it is the responsibility of each staff member and volunteer to immediately report suspicions or allegations of child physical or sexual abuse to an immediate supervisor, ORGANIZATION administrator or a member of CLUB'S Participant Safety Committee. Complaints and allegations will be addressed under ORGANIZATION'S Disciplinary Rules and Procedure.

CLUB recognizes that the process for training and motivating athletes will vary with each coach and athlete, but it is nevertheless important for everyone involved in sport to support the use of motivational and training methods that avoid misconduct.

Application

This Policy applies to

- Staff members and volunteers
- CLUB'S athletes and participants

Staff members, volunteers, athletes and participants shall refrain from all forms of misconduct, which include:

- Bullying
- Harassment
- Hazing
- Emotional misconduct
- Physical misconduct
- Sexual misconduct, including child sexual abuse

PROHIBITED CONDUCT

Child Sexual Abuse

(1) Any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the

participants, and all sexual interactions between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity. **Note concerning peer-to-peer child sexual abuse:** Sexual contact between minors also can 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.

(2) Any act or conduct described as child sexual abuse under federal or state law.

Exception: None

Examples

Sexually abusive acts may include sexual penetration, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism.

Emotional Misconduct

(1) A pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to an athlete. Non-contact behaviors include:

- a. verbal acts
- b. physical acts
- c. acts that deny attention or support

(2) Any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect).

Exception

Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, discipline or improving athletic performance.

Examples

Examples of emotional misconduct prohibited by this policy include, without limitation:

(1) **Verbal Acts.** A pattern of verbal behaviors that (a) attack an athlete personally (e.g., calling them worthless, fat or disgusting) or (b) repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.

(2) **Physical Acts.** A pattern of physically aggressive behaviors, such as (a) throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or (b) punching walls, windows or other objects.

(3) **Acts that Deny Attention and Support.** A pattern of (a) ignoring an athlete for extended periods of time or (b) routinely or arbitrarily excluding participants from practice.

Note: Bullying, harassment, and hazing, defined below, often involve some form of emotional misconduct.

Physical Misconduct

(1) Contact or non-contact conduct that results in, or reasonably threaten to, cause physical harm to an athlete or other sport participants; or

(2) Any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault).

Exceptions Physical misconduct does not include professionally-accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athlete performance. For example, hitting, punching, and kicking are well-regulated forms of contact in combat sports, but have no place in swimming.

Examples

Examples of physical misconduct prohibited by this Policy include, without limitation:

(1) **Contact offenses.** Behaviors that include:

- (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 pre-maturely following a serious injury (e.g., a concussion) and without the clearance of a medical professional;
- (f) prescribing dieting or other weight-control methods (e.g., weigh-ins, caliper tests) without regard for the nutritional well-being and health of athlete.

(2) **Non-contact offenses.** Behaviors that include:

- (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.

Note: Bullying, harassment and hazing, defined below, often involve some form of physical misconduct.

Sexual Misconduct

(1) Any touching or non-touching sexual interaction that is (a) nonconsensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;

(2) Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative; or

(3) Any act or conduct described as sexual abuse or misconduct under federal or state law (e.g. sexual abuse, sexual exploitation, rape)

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

Types of Sexual Misconduct

Types of sexual misconduct include:

- (1) sexual assault,
- (2) sexual harassment,
- (3) sexual abuse, or
- (4) any other sexual intimacies that exploit an athlete. **Minors cannot consent to sexual activity with an adult**, and all sexual interaction between an adult and a minor is strictly prohibited.

Exceptions None

Examples

Examples of sexual misconduct prohibited under this Policy include, without limitation:

(1) **Touching offenses.** Behaviors that include:

- (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 persons in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants.

Comment

(1) Authority and Trust. Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. Accordingly, sexual interaction or intimacies between a coach and an athlete or other participant are prohibited, regardless of age, both during coaching and during that period following coaching if an imbalance in power could jeopardize effective decision-making.

Imbalance of Power. Factors relevant to determining whether there is an imbalance of power include, but are not limited to:

- (a) the nature and extent of the coach's supervisory, evaluative or other authority over the athlete being coached;
- (b) the actual relationship between the parties;
- (c) the parties' respective roles;
- (d) the nature and duration of the sexual relations or intimacies;
- (e) the age of the coach;
- (f) the age of the athlete or participant;
- (g) and whether the coach has engaged in a pattern of sexual interaction with other athletes or participants.

(2) Exception. This section does not apply to a pre-existing relationship between two spouses or life partners.

(2) Non-touching offenses. Behaviors that include:

- (a) a coach discussing his or her sex life with an athlete
- (b) a coach asking an athlete about his or her sex life
- (c) coach requesting or sending a nude or partial-dress photo to athlete
- (d) exposing athletes to pornographic material
- (e) sending athletes sexually explicit or suggestive electronic or written messages or photos (e.g. "sexting")
- (f) deliberately exposing an athlete to sexual acts
- (g) deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared)
- (h) sexual harassment; specifically, the sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and
 - a. is unwelcome, offensive or creates a hostile environment, and the offending individual knows or is told this
 - b. is sufficiently severe or intense to be harassing to a reasonable person in the context.

Bullying

(1) An intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have 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

(2) Any act or conduct described as bullying under federal or state law

Exceptions

Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

For example, bullying does not include verbal admonitions to encourage team members to train harder and to push through a difficult training regimen.

Examples

Examples of bullying prohibited by this Policy include, without limitation:

- (1) **Physical behaviors.** Behaviors that include (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.
- (2) **Verbal and emotional behaviors.** Behaviors that include (a) teasing, ridiculing, intimidating; (b) spreading rumors or making false statements; or (c) using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (“cyber bullying”).

Harassment

(1) A repeated pattern of physical and/or non-physical behaviors that (a) are intended to cause fear, humiliation or annoyance, (b) offend or degrade, (c) create a hostile environment or (d) 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; or

(2) Any act or conduct described as harassment under federal or state law

Exceptions None

Examples

Examples of harassment prohibited by this Policy include, without limitation:

- (1) **Physical offenses.** Behaviors that include (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.
- (2) **Non-physical offenses.** Behaviors that include (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 playing time to an athlete based on his or her sexual orientation.

Hazing

(1) Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group’s members; or

(2) Any act or conduct described as hazing under federal or state law

Exception

Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Examples

Examples of hazing prohibited by this Policy include, without limitation:

- (1) requiring, forcing or otherwise requiring the consumption of alcohol or illegal drugs
- (2) tying, taping or otherwise physically restraining an athlete
- (3) sexual simulations or sexual acts of any nature
- (4) sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food
- (5) social actions (e.g. grossly inappropriate or provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule
- (6) beating, paddling or other forms of physical assault
- (7) excessive training requirements focused on individuals on a team

Comment: Activities that fit the definition of hazing are considered to be hazing regardless of an athlete's willingness to cooperate or participate.

WILLFULLY TOLERATING MISCONDUCT

It is a violation of this Athlete Protection Policy if a staff member and/or volunteer knows of misconduct, but takes no action to intervene on behalf of the athlete(s), participant(s), staff member, and/or volunteer.

REPORTING

Although these policies are designed to reduce child sexual abuse and other misconduct, it can still occur. Staff members, volunteers and participants of CLUB shall follow the reporting procedures set forth in CLUB'S Reporting Policy. **CLUB does not investigate suspicions or allegations of child physical or sexual abuse, or attempt to evaluate the credibility or validity of such allegations, as a condition of reporting suspicions or allegations to the appropriate law enforcement authorities.**

VIOLATIONS

Violations of the Athlete Protection Policy shall be reported pursuant to our Reporting Policy and will be addressed under our Disciplinary Rules and Procedure

We want to thank you for your choice to join Motion Volleyball Program and look forward to serving you this season and seasons to come. Please make sure you are clear on the commitments you are making to your teammates and the club. If you have any questions please address them with your coach or the club director before signing this agreement. We will do everything in our power to help you be successful and reach your goals.

Welcome to the Motion Volleyball Players Family