



LAVBC

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LAVBC CLUB POLICY Conflict Resolution:

Welcome to an exciting new season of club volleyball with Los Angeles Volleyball Club. At LAVBC it is our priority to foster an environment that nurtures strong and confident young people, who feel supported in their ability to voice their opinions and concerns to affect positive change for themselves and those around them.

In the world of athletics, we partake in a continual pursuit of growth that requires overcoming a myriad of challenges. As we progress through the season, it is inevitable that we as players, parents and coaches will face moments of challenge that require communication and clarification to successfully navigate. Please remember that these moments are **PART OF THE PROCESS** and a part of **PLAYER DEVELOPMENT**.

The following outlines the protocol we ask all LAVBC families to adhere to when off-court communication regarding player development is needed:

1. Speak with your player directly regarding any concerns they or you may have about their progress or performance related issues. Discuss with them what their coaches have

directly communicated with them regarding any concerns.

2. Ask your player to address any questions or concerns with their coaches one-on-one. IF THEY NEED SUPPORT, then support your player and ask for a meeting with the coach and WITH your player. **One-on-one meetings between parents and coaching staff about player concerns regarding volleyball performance or playing time *without the player present* are not supported at LAVBC. They will not happen.**
3. To request a meeting with coaching staff first direct your inquires to our team Resolution Manager, Kandi Olive. Ms. Olive will discuss the nature of your concerns with you and schedule a meeting with the appropriate staff member.
4. We ask that parents be mindful of our coaches' time and respect their focus. Before and after practices and during tournament play the coach's focus is on organizational logistics and plans *for the entire team*. This is not the time to address your individual parent/player's concerns. We understand and have experienced that in those moments you can be most tempted to do so, however this timing is particularly un-productive for player based conversations with coaches. Direct your inquiries to Ms. Olive who will schedule a time to speak in person or on the phone with you and your player so that your concerns can be appropriately addressed.

Kandi Olive Cell: 917-776-9242 E-Mail: kandizina@hotmail.com

Suspension From Club Activities

The suspension of a player and/or a player-family from any or all LAVBC activities, tournaments, matches, practices, scrimmages, events or communications can occur whenever LAVBC deems it necessary in order to resolve concerning issues of player and/or player-family conduct.

If there is an unwillingness on the part of the family to realign themselves with proper conduct within the club as dictated to them by club administration, the paltry and/or player-family may be permanently suspended from the club.

Physical aggression as well as written and/or verbal abuse directed toward LAVBC players, family members, coaches and/or staff is grounds for immediate suspension.

The length of the suspension will be determined by LAVBC's Director.

Refunds will not be granted for the term of suspensions or in the case of permanent removal from the club due to player or player-family misconduct. This will be decided at the sole discretion of the Director of LAVBC.

REFUND OF DUES AND CLINIC FEES

COMPETITION TEAMS: There is no refund of Competition Team Dues once competition for that specific year has begun. Each player who takes a spot on a competition team takes away a spot from another athlete who also tried out for that position. Accepting a spot on an LAVBC competition team is a serious

commitment that must be considered carefully in terms of an athlete's and Family's ability to stay committed to the rigors and demands of an elite sports program.

CLINIC FEES: Clinic fees are non-refundable and non-transferable. Make sure that you can commit to the entirety of a training block or will be okay with forfeiting whatever amount of fees are associated with those you miss. Our Clinics are in high demand, space is limited and every spot that is taken takes a spot from another athlete wanting to participate.

- The health of our club depends on the accountability of its members -

GRADES

In order for a player who is in 6th grade or above to participate in LAVBC Matches they must maintain a grade-point-average of 2.5 or above. Younger players must not have more than (2) unsatisfactory marks in any subject.

- It is up to parents to let LAVBC Staff know about any player who may fall into violation of this club policy.
- The player is expected to still attend practice where (1)hr of tutoring will be made available. Additional fees may apply.

Coaching Conduct and Parental Awareness:

At LAVBC we strive to provide an environment that is safe and supportive for our players. In helping us maintain this environment, we ask that our parents take an active role.

While we encourage our players and coaches to develop meaningful on-court relationships, at LAVBC we insist our staff and parents do not pursue interpersonal relationships with players outside the gym - *regardless of how well intentioned they may be*. A close personal relationship that exists independently and outside of the sport is *not condoned by LAVBC*.

Any communication between a player and coach outside of the gym should not take place without the knowledge and consent of the player's parent. Phone calls should be placed on speaker phone with the parent present unless otherwise communicated by the parent, and any text messages should include the player's parent in the thread.

Further, please notify LAVBC's administration immediately if any of the following behaviors come to your attention:

- Regular contact and/or interactions outside of practice times or unrelated to the sport relationship (electronically or in person)
- Excessive player/coach emotional connectedness off the court
- Ongoing exchange of gifts
- Identity as a couple
- Sharing of sensitive personal information, and/or knowledge about each other's lives outside the

coach/player relationship

- Ongoing physical contact and/or sexual conduct
The failure of a LAVBC coach or staff member to comply with LAVBC Codes of Conduct or of adult members not reporting known abuses is grounds for immediate removal from the club. Should this type of unwanted activity occur between a player and another adult who has a player in the club, this will be grounds for the family to be immediately removed from the LAVBC roster without refund. The failure to report known incidents may also result in the club staff member or family being immediately removed from the LAVBC roster without refund.
In all instances, misconduct of this nature will be reported to the appropriate governing bodies and, if necessary, law enforcement authorities.

Process for mis-conduct adjudication:

1. Suspension of ALL LAVBC activities for coaches, staff and/or adult club member. There will be no refund or salaries paid for or during suspension times.
2. Meeting with adult parties and LAVBC staff and Directors.
3. A decision will be made by LAVBC staff and Directors on the course of any further action deemed necessary.

JUNIOR CLUB CODE OF ETHICS:

As a member of USA Volleyball, LAVBC staff and coaches abides by the following code of ethics:

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.

Responsibilities:

- 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.
- Coaches shall understand the unique power of a coach-athlete relationship. Coaches and all other club personnel shall understand they are in a position of authority in relation to club members and shall not exploit athletes or member families. Coaches 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.
- 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 authority.
- 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.

- 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.
- All club personnel shall abide by and inform the players and their parent(s)/guardian(s) of applicable regional recruiting policies.
- 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.
- 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. In this regard the rules of the facility shall have priority over the rules of the Regional Volleyball

Association.

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

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

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

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.

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.

All club personnel shall maintain any personal relationships with other club personnel on a professional and confidential basis.

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 Club Director Jason Olive and, if required by law or USAV code, to Regional Volleyball Administrators and/or law enforcement.

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.

