



# Next Revolution Volleyball Handbook

# Next Revolution Volleyball Policies and Guidelines

## (Next Revolution Volleyball, hereinafter “NRV” or “Club”)

### I. Lines of Communication

Communication is an integral part of the success of our program. It is the policy of the club to communicate with the members, Parent(s)/Guardian(s) and staff to the best of its ability using the website, E-mail, phone, meetings and/or mailings.

- Players and Parent(s)/Guardian(s) are encouraged to communicate back to coaches and our administrative staff.
- Players should not let issues or concerns go unresolved. If there is an issue or concern, the player should first approach her head coach. If the issue or concern involves the head coach directly, the player should approach the club director.
- Parent(s)/Guardian(s) who have comments, questions, or other issues directly involving their daughter, should first address them with their head coach at an appropriate time. Parent(s)/Guardian(s) are not allowed to discuss any concerns or issues with their coaching staff while attending a practice or competition.
- If a meeting is necessary, the player is to attend and will be scheduled at the earliest convenience. The club director and any other staff members may attend the meeting if necessary.
- Parent(s)/Guardian(s) are asked to refrain from anger while communicating with a coach or administrative staff. NRV asks everyone to allow for a cooling period to rationally collect their thoughts to prevent comments or statements from being made that may be regretted later or cause embarrassment to the player.
- Parent(s)/Guardian(s) are NOT to discuss concerns and/or problems with coaches during practices or tournaments. In the event of concerns and/or problems, parent(s)/guardian(s) are required to wait at least 48 hours after a tournament or practice before contacting the coach. Suspension or expulsion may result if it is determined this rule has been violated.
- If coaches cannot respond to a Parent(s)/Guardian(s) or player’s question or issue, he/she will direct the player or Parent(s)/Guardian(s) to the club director.

### II. Age Divisions

USA Volleyball defines juniors’ girls and boys divisions consisting of 18, 17, 16, 15, 14, 13, 12, 11, 10, 9 and 8 and under.

### III. Attendance

All players participating on a team are making a commitment for the entire season. We ask that each player make her/his best effort in attending practice, tournaments, and all other club related activities (clinics, camps, socials, etc.).

**Absences:** Any player absent from practice must notify her or his coach by phone at least 1 hour before practice. We recommend, if possible, the player contact the coach directly and not the Parent(s)/Guardian(s). Notification after the fact will be considered an unexcused absence unless the absence was a result of an emergency.

- Excused Absences: Absences due to emergencies, illness, injury, inclement weather, mandatory school functions, or unforeseen circumstances. Absences may be verified from time to time. Players with attendance problems will subject to administrative action.

- Unexcused Absences: (at coach's discretion)
  - One absence = warning and possible play time impact
  - Two absences = conference with player and Parent(s)/Guardian(s) prior to any upcoming tournament and at least one set suspension of play at upcoming tournament
  - Three absences = Suspension from play, conference with Parent(s)/Guardian(s)/player/coach/NRV Board Member
  - Four absences = Dismissal from NRV (no refund of any fees paid)

**\*\*\*Absences from practice will affect playing time at tournaments and is left up to each coach to determine the amount**

**Example:** an unexcused practice prior to a tournament could result in the loss of first set playing privileges (or more) during the first match of the day. It is up to the parent(s)/guardian(s) and players to always communicate effectively and promptly when they will miss any scheduled practice, preferably in writing, at least 24 hours in advance.

- Once a player has committed to a team by signing the Participation Agreement, it is understood that the player may not drop out due to illness, injury or any other reason without written permission from the Next Revolution Volleyball Board.
- In the case of injury and/or illness, the player may petition the club for dismissal. If the Next Revolution Volleyball Board and team unanimously agree to the dismissal, the team will pick up the remainder of the dismissed player's fees.
- If an injury and/or illness occurs to a player, the player will remain responsible for all payments due at the time of officially dropping out, plus any monies already committed for the player to participate in upcoming events. This could include, but is not limited to fees already committed to tournaments, uniforms, coaching expenses, equipment and other expenses by Next Revolution Volleyball.

**Tardiness:** If a player knows beforehand they will be late to practice, she will inform her coach at least 1 hour prior to practice (preferably as soon as possible). Each player is required to have their practice gear on and all equipment ready to go at the designated practice time. It is recommended that players arrive at the gym early enough to allow a reasonable amount of time to prepare. If tardiness becomes a problem, a player can be subject to probation and/or suspension. (**NOTE:** Multiple practice tardiness and absences will certainly carry weight in playtime decision-making. It is not the only factor considered but is an extremely important one. Missed opportunities to learn and earn positions will ultimately hinder a player's development regardless of their athletic ability. It also can drastically affect the chemistry of a team.)

**Academics:** Academics should be every student athlete's first priority and effective time management must be emphasized during the club season to achieve academic success. However, absences and tardiness due to schoolwork is not automatically excused. The majority of schoolwork can be anticipated and planned for in a timely manner without having to miss practices or tournaments. However, unforeseen circumstances affecting schoolwork will generally be excused on a case-by-case basis.

**School Athletics/Activities:** Each player is encouraged to participate in school sponsored athletics and activities. If a player does decide to play a school sport or participate in a school activity, it is considered the player's priority. However, it is expected that the player will do everything possible to formulate a compromise that will allow her/him to participate in both activities concurrently. There are no specific punishments for missing all or part of a practice or tournament because of the school sport or activity, but there are consequences. When a player misses all or portions of practices or tournaments, she may not improve as much as her/his teammates. This will affect performance and thus may affect playing time.

**Tournaments:** Each player is expected to attend all scheduled tournaments. If a player is not able to attend a tournament, she must notify her coach as soon as possible. NRV recommends approximately 60 days for trips taken by air and 10-14 days for trips by car. Unexcused absences from a tournament are subject to the following consequences: (at coaches' discretion)

- First unexcused absence = 2 tournament suspension
- Second unexcused absence = Dismissal from the club. (Player must obtain administrative approval prior to rejoining the club.)

**Quit or Drop Out:** If a family/player quits or drops out for any other reason than a family emergency, injury, illness, then the family/player may be permanently removed and will not have the opportunity to participate in the NRV unless reinstated by the club director.

**Scheduling Changes:** In the event of bad weather, a decision whether to cancel a practice will be made by NRV and/or the team coaches. Tournament cancellations or postponements will be announced as early as possible, but this depends on the conditions and tournament directors. Cancellations by NRV and/or team coaches will be posted on the NRV website. If roads are hazardous in your area, please carefully consider whether to attend practice. If you decide to go, please allow extra time and drive carefully on the way. Call your coach if you are uncertain as to whether there is a change or if driving conditions are hazardous in your area.

#### **IV. Playing Time**

**Participation on a volleyball team is a privilege not a right.** Every player receives the same opportunities in practice to earn playing time. Whether in tournaments or practice, the team's coaching staff is responsible for identifying the line-up. Playing time will be based on attendance, behavior, skill and attitude. Opportunities to compete will vary and general guidelines are set up for each division.

#### **Playing Time Philosophy**

NRV has the philosophy that **PLAYING TIME** for all athletes is determined by the performance of the athlete, and **IS LEFT TO THE DISCRETION OF HER COACH**. In other words, **PLAY TIME ISSUES WILL NOT BE ISSUES. WE DO NOT GUARANTEE EQUAL PLAYING TIME ON ANY TEAM OR AT ANY EVENT. Please understand that your fees are not paying for time on the floor during tournaments, rather the opportunity to improve skills while being part of a traveling team. It is up to all players, Parent(s)/Guardian(s), and other spectators to support the team whether or not one's daughter is on the floor.**

During the season, if you are concerned with playing time, the athlete should first talk with the coach after practice or at a scheduled time. The appropriate attitude is for the athlete to ask the coach what she needs to do to get more opportunities to play in matches. Parent(s)/Guardian(s) can best help their athlete by helping the athlete set some goals to achieve more opportunities to play. The amount of time any given athlete is on the court is the result of a complex determination, in that coach's opinion, of the athlete's ability, the athlete's potential, the team's needs at the moment, and the team's needs in the future.

If an athlete does not feel comfortable speaking with the coach herself, her Parent(s)/Guardian(s) may be present. However, a coach will never speak to a Parent(s)/Guardian(s) regarding this issue without the athlete being present and all discussions should take place in person.

If you as a Parent(s)/Guardian(s) have legitimate concerns about a coach other than your athlete's coach, or with an athlete other than your own, you need to talk to the Director or to a member of the Board of Directors. Please note again that "coaching decisions" are not, in NRV's opinion, subject to discussion.

## **V. Financial Obligations**

- Parent(s)/Guardian(s) and players are responsible for their own travel expenses.
- Parent(s)/Guardian(s) understand that they are responsible for all required payments based on team's payment schedule.
- If a player's club fees are not paid in full by the conclusion of the season, NRV may, at their discretion, submit a claim to small claims court and/or turn the account over to a collection agency with potential consequences to the credit rating of the Parent(s)/Guardian(s). Parent(s)/Guardian(s) and Player understand that financial payments are due on the assigned date based on each team's payment schedule. Failure to make a payment will result in the Player being put on the "SIT LIST." The player will NOT be allowed to participate in any club related activity (team meetings, events, practices, or tournaments) until all the past due amount is paid. Being on the "SIT LIST" does not negate the commitment to pay these dues.
- Fees are paid to provide, but are not limited to, the following:
  - i. Coaching staff USA Volleyball registration fees and related expenses
  - ii. General administrative, equipment and facility usage fees
  - iii. Tournament fees
  - iv. Coach stipend
  - v. Coach travel per diem and hotel rooms
  - vi. Uniforms
  - vii. Coach education
- Fees are non-refundable.
- Fees are NOT paid to guarantee tournament playing time. Play time is at the discretion of the coaching staff.
- Failure to pay fees may result in the player being placed on the Old Dominion Region's "Membership On Hold List", which means a player may not play for any club in the Old Dominion Region until their debt is satisfied with Next Revolution Volleyball.

## **VI. Staff Code of Conduct and 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 not exploit athletes and shall avoid any relationships which could compromise the integrity of the learning and participation process, impair their professional judgment and/or take advantage of a situation for their own personal gain or gratification.
- All club personnel must understand that all forms of sexual abuse, assault or harassment of a current or former athlete are unethical and illegal even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority. See above.
- 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. N. All club personnel shall maintain all relationships with other club personnel on a professional and confidential basis.
- All club personnel must be positive role models. This includes being courteous, respectful and polite to players, Parent(s)/Guardian(s), other coaches, club directors, event personnel, and officials.
- All club personnel will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of current and/or former athletes.
- All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators.
- All club personnel are required to pass a background check and to sign the USAV Code of Conduct.

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.

## **VII. Player Code of Conduct and Responsibilities**

It is important that all players understand they are representing NRV and in some cases the state of Virginia (when traveling to out of state tournaments). Players must represent the club in a responsible manner. If any player acts in a manner that will have a detrimental effect on the club, then the individual may be subject to reprimand, suspension, or dismissal from the club.

- Disrespect by a player towards teammates, coaches, club staff, volunteers, team representatives or Parent(s)/Guardian(s) at any time will not be tolerated.
- During matches, the team captain will be the only player who may speak to the officials and during such times as directed by the coach.
- Players are expected to always encourage their teammates as well as players on other teams.
- Players are required to report any injuries to her coaching staff immediately.
- Players shall obey all tournament rules (i.e. food and drink policies, etc.)

- All players are expected to be certified officials, lines people, and scorekeepers.
- All players are expected to follow all Old Dominion Region policies
- All players must adhere to the USA Volleyball Participant Code of Conduct.

**Conditioning:** If selected for a team, each player will be expected to condition outside of practice. Most teams will have practice 2 or 3 times a week, but that is not enough to prepare for the endurance required for long tournament days. Between practices, players should run, walk, bike, swim, or do some other form of aerobic conditioning as well as some type of strength training. Coaches will discuss workouts with teams and provide sport-specific exercises as well.

### **VIII. Parent(s)/Guardian(s) Code of Conduct and Responsibilities**

Parent(s)/Guardian(s) support plays and important role in a successful program as well as in the academic and athletic life of a player. During the season, NRV asks the parents to follow these guidelines:

- Parent(s)/Guardian(s) are considered representatives of their respective team, as well as, the NRV.
- Parent(s)/Guardian(s) are role models for their children and we ask Parent(s)/Guardian(s) to demonstrate outstanding sportsmanship.
- Parent(s)/Guardian(s) are expected to obey all tournament rules. Parent(s)/Guardian(s) need to be aware that their behavior can affect the team (i.e. opponents receiving points, disqualification from tournaments, etc.).
- Parent(s)/Guardian(s) are encouraged to attend practices and competitions. Parent(s)/Guardian(s): if you chose to attend please stay away from the courts and do not interrupt the practice or competition.
- Parent(s)/Guardian(s) are expected to abide by the Old Dominion Region Spectator/Parent Code of Conduct.

If a question arises regarding the progress of your daughter (e.g. playing time, practice or competition attitude), we would encourage you to support your daughter to discuss with us any questions she has first. We will always do our best to keep the athletes informed about their progress and what they need to do to continue to improve. If you feel the need to discuss a concern about your daughter, a meeting can be arranged at the earliest convenience to discuss any issues. At no time will the coaching staff discuss any decision made during a competition at the competition site. A meeting will be scheduled at the earliest convenience after the competition

### **IX. Player/Parent(s)/Guardian(s) Behavioral Standards**

NRV will not tolerate hostile, aggressive confrontations between a Parent(s)/Guardian(s) and any official, a Parent(s)/Guardian(s) and any coach, a Parent(s)/Guardian(s) and any athlete, or a Parent(s)/Guardian(s) and any other Parent(s)/Guardian(s), regardless of whether the coach, athlete or other parent is a member of NRV or not. Violation of this policy may result in the athlete being dismissed from NRV. After a warning, a Parent(s)/Guardian(s) that demonstrates poor sportsmanship will be suspended from attendance at tournaments.

It is not appropriate for an athlete or a Parent(s)/Guardian(s) to complain to other NRV players or Parent(s)/Guardian(s) about a problem the athlete or Parent(s)/Guardian(s) is having with NRV, a coach, a teammate, or about disagreement with an administrative decision. The players will be the ones to suffer the consequences if there is any inappropriate behavior whether it is the behavior of the player or the behavior of their Parent(s)/Guardian(s).

Competitive team athletics, by its very nature, creates situations where everyone may not be happy all the time. For the psychological health of the athletes and the Club as a whole, if you have a valid concern

that is unrelated to playing time, you should talk to your head coach. If you feel you cannot approach them with the matter, please feel free to speak to any member of the Board of Directors. Please be proactive in addressing the situation because any comments that undermine the staff, other players on a team, or the NRV program will result in the dismissal of your daughter from the program.

The staff of NRV hopes you will support our endeavor to build the best volleyball club possible for the season. We expect you to be role models for your children and support them with positive encouragement throughout the season.

#### **X. Travel**

- By automobile: Each team is responsible for arranging its own transportation. Team Representatives should meet with their respective coaching staff prior to each competition for planning purposes.
- By airplane: Teams in the performance level program may be participating in tournaments that will require air travel. Team Representatives, Coaching Staff, and Club Director will provide optional itineraries for team travel. Air travel and lodging options will be offered to families prior to competitions. If cost cutting opportunities are available (i.e. frequent flyer miles, rewards points, family near competition), then families are welcome to create their own itinerary for any scheduled competition. When traveling, if athletes are to be left under the supervision of a club representative (Coach, Team Representative, Director) the following guidelines will be enforced.
  - Players are required to meet at the ticket counter at the designated time assigned by the representative.
  - All Players must sit in her/his assigned seat on the plane.
  - Players are required to carry a Picture ID at all times.
  - All volleyball gear (uniforms, shoes, knee pads, etc.) is to be packed in a carry-on bag and not checked at the ticket counter.
  - Players are not allowed to leave the gate area without notifying the supervising representative.
- Overnight Trips: Teams will also have to stay overnight for most multi-day tournaments. Team Representatives, Coaching Staff, and Club Director will provide optional itineraries for overnight lodging travel. Options will be offered to families prior to competitions. If cost cutting opportunities are available (i.e. rewards points, family near competition), then families may be welcome to create their own itinerary for any scheduled competition. On overnight trips requiring lodging, if athletes are to be left under the supervision of a club representative (Coach, Team Representative, Director) the following guidelines will be enforced:
  - Curfews will be implemented and coaches and/or team representatives/ chaperone(s) may check player rooms periodically. After curfew, it is expected that lights will be out, the TV off, all electronic devices put away and the room will be quiet. If a player must leave her hotel room after curfew, she must contact her coach or a chaperone. Violations will result in automatic suspension.
  - No one is allowed in a player's room with the exception of team members or Parent(s)/Guardian(s). Other family members (i.e. sisters, brothers, cousins, etc.) should be accompanied by a Parent(s)/Guardian(s) or chaperone.
  - Verbal or written permission from a player's Parent(s)/Guardian(s) must be provided if a player wishes to spend time with relatives other than player's Parent(s)/Guardian(s).
  - A coach, chaperone, or another player must always accompany a player at all times.
  - Player-Only Rooms – when a situation requires a hotel room for only players, a coach and a designated Parent(s)/Guardian(s) chaperone of the same gender will acquire an additional room key. The coach and Parent(s)/Guardian(s) chaperone will conduct periodic room checks before and/or after curfew to monitor players' safety and

behavior. In a situation where there is more than one player-only room, the head coach must approve room assignments for those players.

- All players are responsible for any damage to their hotel rooms. Upon arrival players should point out any damage in their room to their coach immediately.
- A player who violates any of the Policies and Guidelines such as breaking curfew, smoking, substance abuse, and/or creates an embarrassing situation for the team, coach, or club will be disciplined immediately and may be sent home at the player's expense.
- In the event of Parent(s)/Guardian(s) traveling to overnight competitions and if athletes stay with the Parent(s)/Guardian(s), then the athlete is considered to be under the supervision of the Parent(s)/Guardian(s) and not a club representative.
- Chaperones: NRV would like Parent(s)/Guardian(s) to accompany each player per overnight team trip (no limit on the maximum number). Written permission to chaperone another Parent(s)/Guardian(s) child may be given by said player's Parent(s)/Guardian(s).
- Dress Code: Dress and appearance are very important to our program. We must take pride in what we represent so a player's appearance must be taken into consideration at all times.
- Players are expected to maintain a neat and well-groomed appearance at all times.
  - Practice: All players are required to wear gym shoes, t-shirt, and spandex shorts or regular shorts. For safety reasons, jewelry is not allowed.
  - Tournament Play: All players will be required to bring all uniforms and equipment to tournaments. No jewelry is allowed.

#### **XI. Uniform, Gear and Equipment**

- Players are responsible for the care and appearance of their NRV issued gear.
- Teams are responsible for volleyballs, volleyball carts and other training equipment used during practice and tournaments.

#### **XII. Insurance and Registration**

All players and coaches must be registered with USAV through Webpoint. Instructions for registering can be found on [www.odrvb.org](http://www.odrvb.org) or the NRV web site ([www.nextrevolutionvolleyball.com](http://www.nextrevolutionvolleyball.com)) As members of USA Volleyball, all players, coaches, directors, chaperones, and volunteers are covered by liability insurance provided by USA Volleyball (except drivers of their own vehicles). Players are covered by excess medical insurance to supplement benefits of their family's health insurance policy, or in the event of no family health insurance, this insurance will act as a primary policy. USA Volleyball insurance covers practices, sanctioned events, and travel to from such events.

#### **XIII. Violence/Abuse**

Violence or abuse, either sexual or non-sexual, is a violation of federal laws. It is the policy of NRV to maintain an environment that is free from all forms of violence or abuse and requires all club coaches to adhere to the USAV Coaches Code of Ethics.

It is a violation of this policy for any player, Parent(s)/Guardian(s), volunteer, coach, or club employee to be violent towards or abuse in any manner, a player, Parent(s)/Guardian(s), volunteer, coach, or club employee through acts or communication.

NRV will investigate all complaints, formal or informal, verbal or written, of violence or abuse, either sexual or non-sexual, whether physical, mental, emotional, and discipline any club member, club Parent(s)/Guardian(s), volunteer, coach or club employee who violates this policy. This policy covers all club activities and club sponsored events. Players, Parent(s)/Guardian(s), volunteers, coaches, and employees of the club will be informed of this policy on violence and abuse.

#### **XIV. Discrimination, Harassment/Sexual Harassment**

NRV is committed to a discrimination and harassment free, working and learning environment.

Discrimination and harassment adversely affects moral, productivity and interferes with a player's ability to learn. The Club prohibits discrimination and harassment of any person on the basis of that person's actual or perceived race, color, national origin, sex (including non-conformity to gender stereotypes), sexual orientation, age, disability and/or religious preference. NRV will not tolerate harassing behavior including sexually harassing behavior between members of the same and opposite sex. NRV also prohibits harassment of individuals who are believed to have a relationship with persons who are protected on the basis of actual or perceived race, color, national origin, sex (including non-conformity to gender stereotypes), sexual action. NRV will investigate all complaints, formal or informal, verbal or written, of discrimination, harassment/sexual harassment, or retaliation. Players, Parent(s)/Guardian(s), volunteers, coaches, and club staff who witness behavior that appears to violate this policy should report apparent violation(s) to the Club Director or a staff member.

NRV also prohibits retaliation against any person who has made a report of alleged discrimination, harassment/sexual harassment, or against any player, Parent(s)/Guardian(s), volunteer, coach or club staff who has testified, or assisted, or participated in the investigation of a report. Such retaliation is itself a violation of law and will lead to disciplinary or other appropriate action against the offender.

***Discrimination*** is defined as a failure to treat all persons equally where no reasonable distinction can be found between those favored and those not favored. It is the unfair treatment or denial of normal privileges to persons because of their actual or perceived race, color, national origin, sex (including nonconformity to gender stereotypes), sexual orientation, age disability, and/or religious preference.

***Harassment*** is defined as behavior consisting of verbal and non-verbal or physical conduct which ridicules, degrades, etc., a person because of his/her actual or perceived race, color, national origin, (including nonconformity to gender stereotypes), sexual orientation, age disability, and/or religious preference. Nothing contained herein shall be construed or interpreted to prohibit or in any way to discourage the genuine discussion of issues or use of material for instructional purposes. Prohibited harassment exists when the conduct has the purpose or effect of creating an intimidation, hostile or offensive training environment; has the purpose or effect of substantially or unreasonably interfering with a player's development or performance; or otherwise adversely affects a player's opportunities.

***Sexual Harassment*** is generally defined as unwelcome sexual advances, request for favors and other verbal, nonverbal, or physical conduct of a sexual or gender-directed nature when: submission is made either explicitly or implicitly a term or condition of a player's educational progress; submission to or rejection of that conduct or communication by an individual is used as a factor in or effect of substantially or unreasonably interfering with a player's ability to learn, or of creating an intimidation, hostile, or offensive learning environment.

#### **XV. Alcohol/Tobacco/Controlled Substance Policy**

NRV believes that players should participate in volleyball alcohol, tobacco, and drug free. Any player having consumed or being in possession of alcohol, tobacco, an illicit substance, drug related paraphernalia, and/or a chemical or organic solvent to induce euphoria or hallucinations, and/or any substance being used as a controlled substance is hazardous behavior. NRV believes that a player who chooses to participate in this type of hazardous and unlawful behavior is in need of assistance. Therefore, NRV has a zero tolerance policy regarding the use of alcohol, tobacco, and controlled substances during team related functions. A member that has consumed or is in possession of alcohol, tobacco, an illicit substance, drug related paraphernalia, and/or a chemical or organic solvent to induce euphoria or

hallucinations, and/or any substance being used as a controlled substance during a team related function (practice, tournament, meeting, etc.) will be dismissed from the club.

As representatives of NRV, any member involved in an incident outside of club functions involving alcohol (underage consumption), tobacco, an illicit substance, drug related paraphernalia, and/or a chemical or organic solvent to induce euphoria or hallucinations, and/or any substance being used as a controlled substance can be suspended or dismissed from the Club. The decision to suspend or dismiss will be made by the club director.

#### **XVI. Reasonable Searches**

In order to provide a safe and positive environment for players, NRV, to the best of its ability, endeavors to monitor the behavior of players in an attempt to prevent the introduction by players of harmful, damaging or unlawful items during practices, tournaments, and other club related activities. To further this effort, NRV needs permission to search a player's belonging or hotel room under the following guidelines and conditions:

- ***Player's Rights and Responsibilities:*** A player has a right of privacy while attending a practice, tournament, or club related activity, but that right is limited by the needs of all the players for a safe and positive environment. Players shall not carry, conceal, or bring to practice or tournaments or any other club related activity, any items or materials that are deemed to be prohibited by published club rules and policies, or laws that may detract from a positive and safe environment.
- ***Searches:*** A coach, team representative/chaperone, or administrator of NRV may search a player's belongings or hotel room only under the following circumstances.
  - The search is made with the consent of the player. A coach and a team representative/chaperone must witness the obtaining of said consent.
  - The search is done under reasonable suspicion that a player is in possession of, or engaged in an activity, which violates a published club rule or policy, or the law. At least 2 staff (1 of the same gender as the member) must conduct the search in the presence of the player and/or Parent(s)/Guardian(s) of the player, if desired.
- ***Reasonable Suspicion:*** In those circumstances requiring a reasonable suspicion as the basis for the search, the NRV staff requesting the search shall have a reasonable suspicion that a published club rule or policy has been broken. A reasonable suspicion is a subjective, good faith belief, supported by objective facts, which may include the testimony of other players, Parent(s)/Guardian(s), team representatives, or coaches. Such "reasonable suspicion" must be based on facts relating to a particular player whose belongings are to be searched and such suspicion must arise immediately prior to the proposed search.
- ***Player-Only Rooms:*** In the event where there is a room with only players residing in the room during a tournament, additional keys will be obtained and given to a Parent(s)/Guardian(s) chaperone and/or a coach of the same gender. Such Parent(s)/Guardian(s) chaperone and/or coach will conduct random room checks to monitor player's safety and behavior prior to an after curfew.

#### **XVII. Team Selections**

Each year during tryouts we consider many athletes to be members of an NRV team. Some athletes have extensive playing experience while others do not. Athletes first go through a battery of physical tests. Then we assess their skill execution, as well as intrinsic traits. We base our selections for teams on many factors: what the athletes do during the tryout period, what we perceive their potential to be, what a particular team needs for the coming season, how well the athlete compares to other available athletes,

etc. We base our selections on specific athletic ability for volleyball, overall athletic potential, work ethic, drive, willingness to be coached, competitive attitude, and skill level.

We reassess each athlete in the Club every year. In addition, the staff is continually evaluating athletes we see, whether in our club or another, on a high school team, at camps, even in other sports events. Each athlete must come to the tryouts ready to compete for a place on a team, sometimes against teammates from NRV and sometimes against athletes new to the Club. We select athletes for teams because they show the ability or potential, in our opinion, to help those teams compete successfully at the national, open, or club level. (An athlete with a limiting physical or medical condition should talk to the Head Coach prior to the start of the tryout period.)

NRV is supportive of players who participate in other sports (high school or otherwise). It is up to the coach's discretion, however, to consider such conflicts and the potential effect on the team at the time team selections are made. Players are requested to communicate with coaches prior to team selection regarding other sports and other activities that may cause potential conflicts. Coaches may choose not to select players because of commitments to spring sports and are encouraged to ask all players about potential schedule conflicts. Once teams are selected, pressure from coaches for athletes to quit other activities will not be tolerated.

Team selections should be made based on players' abilities, potential, past performance, and personal characteristics, as well as positions played and team chemistry. Carpooling requests are not to be considered during team selections, nor are personal relationships, school affiliations, or other allegiances.

#### **XVIII. Registration for Tryouts**

Registration is a simple process, and all of the information regarding tryout registration can be found on our website ([www.nextrevolutionvolleyball.com](http://www.nextrevolutionvolleyball.com)) under the heading "Tryouts." No athlete will be allowed to participate during the current season unless all fees from previous years are paid.

#### **XIX. Additional Handbook Information**

It is suggested that players and Parent(s)/Guardian(s) also become familiar with the Old Dominion Region's handbook (found on their website at [www.odrvb.org](http://www.odrvb.org)), particularly Chapter 5, titled "Junior Volleyball."

#### **XX. Safety and Communication.**

These issues are addressed in our NRV Travel Policy and NRV Electronic Communication Policy, which can be found on our website ([www.nextrevolutionvolleyball.com](http://www.nextrevolutionvolleyball.com))

**Our philosophy is based on COMMITMENT, ABILITY, MOTIVATION, and ATTITUDE.** If everyone involved adheres to these standards, it is hoped that your athlete will also have lots of **FUN** while becoming the best volleyball player she can be!