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USA Volleyball Participant Code of Conduct

USA Volleyball Junior Club Personnel Code of Ethics

Arizona Region Parent Code of Conduct

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1.0. Mission Statement

Zona offers opportunities to athletes, aged 10-18, who want volleyball training outside of their school seasons. Because of the different reasons that athletes choose to participate, Zona offers teams that vary in levels of time commitment, financial commitment, and intensity. Regardless of the team, Zona's mission is to promote and encourage the growth and development of volleyball in Southern Arizona. Zona accomplishes this goal by:

1. Providing a positive and nurturing environment where teamwork, sportsmanship, and fun are emphasized.
2. Providing experienced, quality coaches who can aide athletes in developing volleyball skills, systems knowledge, and team dynamics.
3. Providing literature and support to parents and athletes who are interested in pursuing volleyball opportunities at the collegiate level.

2.0. Zona Volleyball Club

Zona is a branch of USA Volleyball, the national governing board for volleyball in the United States. USA Volleyball works in conjunction with the International Volleyball Federation to provide equal opportunities and maximum enjoyment for participants and spectators, while maintaining the values of fair play and peaceful involvement. As a part of USA Volleyball, Zona and its members must adhere to the rules, standards, and code of ethics as established by the national governing body.

3.0. Eligibility

Zona divides participants into like age groups for training and competition. The age division breakdowns are determined and updated annually by USA Volleyball. The 2010 guidelines are listed below.

- 18 and under (U18): Athletes born on or after September 1, 1991.
- 17 and under (U17): Athletes born on or after September 1, 1992.
- 16 and under (U16): Athletes born on or after September 1, 1993.
- 15 and under (U15): Athletes born on or after September 1, 1994.
- 14 and under (U14): Athletes born on or after September 1, 1995.
- 13 and under (U13): Athletes born on or after September 1, 1996.
- 12 and under (U12): Athletes born on or after September 1, 1997.

Athletes are allowed to "play up" age divisions. Athletes on Region Teams may play in a lower age division **if approved for an age waiver by Arizona Region**. However, such waivers are granted on a provisional basis (as determined by the Arizona Region) and are honored *only* within the Arizona Region.

4.0. Organizational Structure

Zona is a non-profit corporation supported by a Board of Directors and managed by corporate officers.

4.1. Board of Directors

Zona's board consists of five members: Richard Bartsch, Tassi Call, Ken James, Michelle Malis, and David Williams. The Board is responsible for approving operating year and budget proposals, and for hearing disciplinary action appeals for staff and members according to the USA Volleyball and Zona VBC guidelines.

The Board meets annually in mid-September to approve issues for the upcoming season. Other meetings throughout the year are scheduled as needed.

Members who wish to have an issue considered by the Board must submit the request, in writing, to the Director. The Director will review the request and, if necessary, schedule a meeting for the Board.

The Board has the sole power to remove the Director or any officer thereof in Zona by a majority vote if ample proof has been made of a violation of standing statutes. At the time of removal, the Board will appoint a new Director.

4.2. Officers

The **Director**, A.J. Malis, is the liaison between the Board, the coaches, and the members. The Director is in charge of supervising coaches, developing curriculum, organizing practice times and sites, enforcing policy, and making strategic planning decisions.

The **Administrator**, Michelle Malis, is responsible for the day-to-day operation of the club. The Administrator is in charge of all financial matters and travel plans. The Administrator is the liaison between the club and members concerning account activity.

5.0. Coaching Staff

One of Zona's goals is to provide experienced, quality coaches who can aide athletes in developing volleyball skills, systems knowledge, and team dynamics. The Director will make all final coaching assignments. Factors considered in coach placement include, but are not limited to; experience, years in the organization, volleyball knowledge, training ability, and interpersonal attributes. The goal of placement is to match the personality of the coach with the athletes on the team while meeting the professional goals of the coach and the organizational goals of Zona.

5.1. Coaching Requirements

All head coaches must be at least 18 years of age at the time of employment. All coaches will be IMPACT certified; will have an application on file; will be registered with USA Volleyball as a coach; will have gone through a background check administered by the Arizona Region; and will have a copy of the USA Volleyball Coaches Code of Ethics on file.

5.2. Coaching Expectations

Coaches are expected to work with all players assigned to his/her team, treat all players with respect, and be a positive role model for all members of Zona. Coaches are advocates, in good faith, for their players.

Coaches must carry all players' medical release forms to sites of practice, competition, and all club related leisure activities to insure proper emergency medical attention if the situation arises.

Coaches must document practice and tournament activities and attendance.

Coaches will direct all parent questions about financial matters to the Administrator or the Director.

Coaches will not collect tuition payments.

Coaches are responsible for any equipment loaned to him/her for their specific team.

Coaches are expected to attend all scheduled meetings/clinics throughout the season.

All coaches are expected to adhere to the USA Volleyball Junior Club Personnel Code of Ethics at all times. Disciplinary actions will be enforced as outlined in section 5.5.

5.3. Practice Requirements

Coaches are required to be at the gym at least 10 minutes prior to the practice start time, unless the Director is notified otherwise.

Coaches are responsible for waiting with athletes until all players have left the site or have confirmed transportation on site. *Coaches may not provide transportation to any athlete.*

Coaches are responsible for having a daily practice plan using techniques/cues as outlined by Zona.

Coaches are expected to adhere to the time limits on practices. Prompt starting and ending times will help ensure that all members have timely transportation.

Coaches may cancel a practice, without retribution, following a multiple day tournament; in the event of an emergency or loss of facility; or for reasons relating to the well being of the team. Coaches may not cancel more than one practice every three weeks. The Director must be notified 48 hours in advance of any practice cancellation.

Coaches may have additional optional practices and/or change times/dates of practices if approved by the Director 48 hours in advance of the proposed date/time. Coaches may not penalize athletes who miss a rescheduled practice.

5.4. Travel Expectations

When traveling with a team to national tournaments, coaches are the primary adults responsible for all athletes on the team. The coach must know where all players are at all times. The coach may, during non-competition hours, place the team chaperone in primary care of the athletes as long as all players, coaches, and chaperones are aware of who is the primary authority figure. The chaperone must be in possession of the appropriate medical release forms if left in charge of the team.

Coaches 25 years of age or older may be required to drive rental vehicles while traveling. Therefore, coaches that travel should have a valid drivers license and credit card while employed. Only adults who are registered with the rental company as approved drivers may operate rental vehicles. Zona will insure the rental cars, but drivers are responsible for any traffic violations they either cause or receive while operating the rental vehicle (i.e.: parking tickets, speeding tickets). Safe, courteous driving habits are required to protect all passengers being transported.

Coaches are expected to conduct themselves in a mature fashion and act as positive role models for all athletes. Coaches are expected to dress tactfully while traveling and coaching. All coaches are expected to adhere to the USA Volleyball Code of Conduct at all times during the trip. Disciplinary actions will be enforced as outlined in section 5.5.

5.5. Disciplinary Procedures

All coaches are subject to the disciplinary policy outlined in the USAV code of conduct. In the event of a violation of the USA Volleyball Code of Conduct, the coach will be temporarily suspended from active coaching responsibilities with pay. The Director will then conduct a fact-finding investigation (if charges are brought against the Director, the Board will appoint a

Board member to investigate). If a violation is discovered, the Director or appointed Board member will review the appropriate disciplinary action, as prescribed by the code of conduct, and enforce a punishment. The Director will take any situation, which involves a breach of the law directly to the appropriate law enforcement agency, as well as report it to the Board for recommendation and decision.

Disciplinary actions may include, but are not limited to: a verbal warning; a written warning; a deduction of pay; short or long term suspension from Zona and/or USA Volleyball; termination from Zona; USA Volleyball lifetime ban from coaching. All disciplinary actions will be recorded and kept as a part of the employee's permanent file.

5.6. Disputes

A coach who has been found in violation of the code of conduct or rules in the handbook and faces disciplinary action may request a hearing by the Board on the matter. The Board will conduct a hearing where both sides of the issue are heard. Subsequent to the hearing a final decision will be made on the issue by the Board. The decision by the Board will be final and may not be appealed further.

Coaches have the right to review their employment files under supervised conditions. All contents of the files are legal property of Zona Volleyball Club, Inc. and may not be altered or destroyed.

6.0. Organizational Goals for Teams

Teams offered by Zona are all designed to provide a positive and nurturing environment where teamwork, sportsmanship, and fun are emphasized. In order to best accomplish this goal, teams within the organization have been created with varying levels of time and financial commitments.

Regardless of the age or skill level, playing time in games is always a concern for participants. Participants in Zona are paying to be trained in volleyball skills and systems by a knowledgeable coaching staff. For all teams, most of such training occurs in practice situations. For this reason, Zona does not guarantee, for any team, specific percentages of playing time for participants. While coaches understand the philosophies of their respective teams and strive to set standards to adhere to such guidelines, Zona allows coaches the professional freedom to create team policies and team goals. All decisions concerning playing time are made in good faith, at the discretion of the coach, for the good of the team and the individual athlete. Regardless of competitive playing time, all players will receive quality training in practices.

6.1. U12-U14 Region Teams

These teams are primarily designed to attract and introduce athletes to the game of volleyball. The goal for these teams is to get athletes excited about volleyball, to teach basic skills and systems, and to have fun while learning and participating. Individual and team skills are emphasized over winning. Understanding and appreciating that athletes of this age are involved in many activities, these teams practice two times weekly and compete only within the Arizona Region. Costs are kept low and teams are designed to allow competitive playing time for all athletes. Suggested playing time for each player is 45% of competitive tournament time.

6.2. U15-U18 Region Teams

Region Teams practice two times weekly. These teams will compete in either the Club Division or Championship Club Division of the Arizona Region. Teams are selected to be highly competitive within the region. Individual and team skills are emphasized over winning. Perfecting individual skills to the benefit of the team is a high priority. Suggested playing time for each player in the U15-U16 age division is 40% of competitive time. Suggested playing time for each player in the U17-U18 age division is 25% of competitive time.

6.3. U15-U18 Travel Teams

Travel Teams are designed to be highly competitive both regionally and nationally. Teams practice three times per week, compete in the Open Division of the Arizona Region, and travel to national tournaments. Travel outside the region is incorporated to allow athletes exposure to college recruiters. Winning at this level is a priority, but not at the expense of the well being of the team. Attitude and accountability are emphasized as a means of training the best volleyball player. These teams are geared for players who desire intense, focused, competitive training. Suggested playing time for each player in the U15-U16 age division is 35% of competitive time. Suggested playing time for each player in the U17-U18 age division is 20% of competitive time.

7.0. Evaluation Requirements

Because Zona strives to ensure quality volleyball training, the number of teams offered is based on the number of qualified coaches available for hire. Although we regret the possibility of having to turn some athletes away, we believe that the quality of our coaching is more important than quantity of teams offered.

Athletes must attend the evaluation session for the division in which they want to be considered. Before an athlete is allowed to attend the evaluation session, she must have the following components accounted for: the try-out fee (to cover rental and insurance costs for the try-out) and the try-out packet (available at www.zonavolleyball.com). All new Zona athletes must bring the athlete's original birth certificate in order for Zona to confirm age (copy must be sent to the Arizona Region).

7.1. The Evaluation Process

Athletes who wish to play for Zona must be at all of the appropriate evaluation session(s) to ensure a fair evaluation. All athletes who attend the evaluation session will be evaluated according to the following criteria: physical ability (volleyball and athletic); attitude of the athlete as evaluated by the coaching staff; the financial and time commitment the family is willing to make; and the athlete's eligibility due to the age requirements as determined by USA Volleyball. Athletes who cannot attend the evaluation session will be placed as best as possible based on previous knowledge of the athlete and space available. *There are no guaranteed roster positions for athletes who do not attend the scheduled evaluation.*

Athletes will be put through a workout that will help the coaches determine the athlete's placement within the club. The athlete's placement is the sole responsibility of the coaches of Zona and is not subject to appeal to the Board.

Following the evaluation session, team lists will post. Players and/or parents are required to accept to or decline their team assignment **before they leave the gym that day**. Parents are required to sign the Athlete Participation Contract at the time of commitment. The contract outlines the payment schedule, outlines the policies associated with tuition payments, and confirms that the parent has read and understands the organization handbook. Per the Federal Trade Commission policies regarding contracts, parents are allowed a three-day period to back out of the Athlete Participation Contract without penalty. To break contract within the three-day wait period, the parent/guardian who signed the contract must request, in writing, that the contract be nullified. Once the three-day period has expired, the contract will be considered valid and Zona will have the right to require payment according to the contract provisions. Requests to break contract, for any reason, following the three-day wait period must be directed to the Board for consideration.

8.0. Financial Commitments

Once an athlete decides to play for Zona, the parent/guardian is required to sign the Athlete Participation Contract as stated in section 7.1. A verbal or written commitment to Zona binds the athlete to Zona Volleyball Club until the end of the respective club season or until the player is released by Zona.

Although monthly tuition installments are allowed, the services rendered under the contract and the remittance of payments for service is not an installment contract nor are they severable. By signing the contract, the athlete/parent commits to pay the tuition for the entire season. Failure to complete the payment schedule agreed upon by the contract can render the athlete ineligible to compete with another club in the Arizona Region for subsequent seasons or until the account is paid in full.

Zona will send monthly statements via e-mail or US postal service (whichever is designated by member) for payment. A \$10.00 late fee will be applied to the account if payment is not postmarked or delivered to the Administrator or Director by the payment due date. Accounts that are more than one month late will have the previous charge applied and will accumulate a 1% interest surcharge per month compounded monthly on the due date. No player with a delinquent account will be allowed to train, travel, or play in tournaments.

Once payments are made to Zona Volleyball Club, they are non-refundable.

8.1. Time Commitments

Players are expected to attend practice on a regular basis. All practices will be held at Palo Verde High School, unless otherwise noted. Zona emphasizes the importance of time management in order to minimize absences from practices and/or tournaments. Lack of practice attendance may affect playing time at tournaments as missed training time may affect the well being of the team and the individual.

Players are expected to attend all regional competitions. Most tournaments will be held in the Phoenix metro area. Zona and its coaches are **not** responsible for any transportation to or from any Regional competition. Zona suggests that teams create carpools so that players can attend all tournaments.

9.0. Player Conduct

All players are expected to show respect to all Zona staff and members, all opponent staff and players, all officials, and designated chaperones.

Players are representatives of themselves, their families, their team, their coaches, and Zona Volleyball Club, and are expected to conduct themselves in a courteous manner at all times.

Players are expected to follow all team rules pertaining to practice, travel, and conduct. Coaches may reasonably discipline players for failure to adhere to team/club rules.

Players are to treat all facilities and equipment with respect. Gym rules are to be followed at all times. Failure to follow rules or to maintain equipment may result in disciplinary actions by the coach and/or Zona Volleyball Club. After due process, players found to be responsible for damage will be charged for said damage by Zona.

Players are expected to follow the USA Volleyball Code of Conduct. Any deviation from the expected behavior outlined by the code of conduct or Zona handbook may result in disciplinary action by Zona.

9.1. Player Expectations for Travel To National Tournaments

Players are representatives of themselves, their team, their coaches, and Zona Volleyball club and are expected to conduct themselves in a mature fashion at all times while traveling.

While traveling to and from tournaments, players are expected to dress tactfully. Coaches will establish dress codes for travel.

Coaches and/or chaperones must know where players are at all times. When out of eyesight from the coach or chaperone, all players must travel in groups of three or more.

Players may not operate a rental vehicle at any time.

Players must adhere to any curfew imposed by the coach and/or chaperone.

Players will not intentionally damage any lodging or rental vehicle property. Any damages made by a player will be the financial responsibility of the player and/or their parents/guardian.

Players are expected to adhere to the USA Volleyball Code of Conduct at all times while traveling with Zona Volleyball Club.

9.2. Disciplinary Actions

Players found in violation of the USA Volleyball Code of Conduct or any policy outlined by Zona Volleyball Club may be subject to disciplinary actions as outlined by the handbook or USA Volleyball code of conduct. If necessary, the Director will review any accusation made about a player. The Director will conduct a fact-finding investigation and will impose disciplinary action. Punishments may include, but are not limited to: a short or long term playing suspension; a loss of privileges; a player being sent home from a tournament at the parent's expense; short or long term club suspension; ejection from Zona and/or USA Volleyball.

Minor violations of team policies may be handled by the coaching staff or by the Director. Any disciplinary action taken must be handled in good faith.

9.3. Disputes

Any player, who has been found in violation of the code of conduct and faces what they feel is unfair disciplinary action, may request a hearing on the matter by the Board. The Board will conduct a hearing where both sides of the issue are heard. Subsequent to the hearing a final decision will be made on the issue by the Board. The decision made by the Board is final.

Any member who wishes to be released from their commitment and contract with Zona must submit the request in writing to the Director with appropriate documentation supporting the request. The Director will consider the matter and rule on the issue. If the member does not agree with the decision rendered by the Director, they may appeal the decision to the Board. In this situation, the member's written request will be presented to the Board along with the Director's written decision. The Board will have time to collect additional information and make a final decision on whether to uphold the decision or overturn it. All decisions by the Board on appeal are final.

10.0. Parent Expectations

Parents are encouraged to be actively involved with their child's club experience without interfering with the coaches of Zona VBC.

Parents who are interested in volunteering their time or resources are asked to contact the Director. Due to liability and USA Volleyball guidelines, parents cannot physically help with any practice and coaching duties, unless he or she is registered as a member of USA Volleyball.

Parents, as well as players, are representatives of Zona Volleyball Club. Zona values sportsmanship and the enjoyment of the game of volleyball. We ask for your help in fostering a positive competitive environment for all by refraining from using negative commentary directed at opposing teams, site directors, and officials. Teams may be penalized at tournaments with yellow/red cards or may be ejected from tournaments due to spectator behavior.

Parents are expected to make all arrangements for player's transportation to and from tournaments and practices. Since coaches are expected to wait for all players to secure transportation, parents will be held financially responsible for the coaches' time after the activity is over. All parents will be afforded **one** late pick-up from said activities for the entire season. Late is defined as 15 minutes after the said activity is over. If the parent is later than 15 minutes a second time, the participant's account will be charged at a rate of \$10.00 per 15 minutes late or fraction thereof and will be notified as soon as

possible of this charge by the Director. This charge will become part of the monies owed Zona for the season. If this part of the money is unpaid when the next payment is due, it may jeopardize the athlete's eligibility in club activities.

10.1. Grievance Procedure

Parents and athletes are encouraged to maintain an open line of communication with their daughter's coaching staff and with the Director and Administrator. If concerns arise, schedule an appointment with the coach to discuss the matter. Approaching a coach during a practice or tournament takes the coach away from their primary responsibilities and creates liability problems for Zona. If the coach is unwilling or unresponsive to requests for meetings, the Director should be contacted as soon as possible to expedite the process. If matters cannot be resolved between the parent and coaching staff, the Director should be contacted for mediation on an acceptable course of action. The Board will hear and decide any issue that cannot be resolved between the Director, coach, parents, and athlete.

10.2. Chaperone Expectations

A parent who agrees to chaperone a team during a national tournament must be willing and able to: drive/transport the team or a portion of the team; remain with the team throughout the duration of the trip; assist the coach with supervision of the athletes; and assist the coach and team with tasks such as, but not limited to, checking curfew, waking athletes in the morning, restocking food coolers, doing laundry related to the tournament, and escorting athletes the duration of the trip.

In order to fulfill the above responsibilities, chaperones must have a valid driver's license, a valid credit card (even though Zona pays for the rental cars, rental companies require that the driver have a credit card on file), and a desire to give their time and energy to support the team. All chaperones must be registered with USA Volleyball, clear a background screen, and have a signed copy of the Chaperone Code of Conduct/Expectations on file with Zona and the Arizona Region.

Chaperones are support staff to the coaches and should in no way interfere with the operations of the team or club.

11.0. Region Competitions

All Zona teams will compete in the Arizona Region in either the Open, Championship Club, or Club division.

11.1 Open Division Format

The Open Division is designed to have fewer region tournaments to allow teams to travel out of the state for National Tournaments. Teams in the Open division will be placed in 8 team tournament groups. These teams will be split into two 4-team pools for pool play. After round robin pool play is completed, teams will be grouped into a 4-team bracket for tournament play. This format will involve play for the entire day and will provide a minimum of 5 matches per tournament. The teams that place 1st, 2nd, and 3rd will move up a division at the next tournament, 6th, 7th and 8th place teams will move down a division, and the other teams will remain in that same division for the next tournament.

11.2 Championship Club and Club Division Format

The Championship Club and Club Divisions are designed for teams seek more region competitive dates. The tournament format consists of 8-team brackets in which all teams play a minimum of 3 matches. At the end of each tournament, which usually averages 6 hours, each team will earn a new ranking within that bracket based on their finish. The teams that place 1st, 2nd, and 3rd will move up a division at the next tournament. Teams that place 6th, 7th and 8th will move down a division at the next tournament. The 4th and 5th place teams remain in that same division for the next tournament. Movement of teams between divisions enables teams to compete against other teams of similar ability.

11.3. Tournament Site and Times

The Arizona Region is responsible for coordinating all region tournaments and does not release the specific details for each division (playing site/start time) until the Monday before the competition date. Zona will email the information to each team member as it posts. The Arizona Region website (www.azregionvolleyball.org) will have complete details, including driving directions to each playing site.

For more information about what to expect and what to bring to region competitions, please visit the TOURNAMENTS page on the Zona website.

12.0 Tuition Payments

Monthly tuition is due at the beginning of each month. Zona will send out an electronic tuition reminder approximately 10 days before the due date.

Zona accepts cash, check, money order/cashiers check, and credit tuition payments. Cash payments should be placed in a sealed envelope with the athlete's name and handed in at practice (do not send cash in the mail). Checks, money orders, and cashier's checks should be made to ZONA VBC and should include the athlete's name in the memo section. Checks can be handed in at practice or mailed to: ZONA VBC, 2470 N Adron, Tucson AZ 85715. Credit payment must be made

online using VISA, MasterCard, or American Express. To access the online payment area, please go to the TUITION page on the Zona website.

Payments handed in at practice should be given to either the Administrator or Director only. Team coaches will not accept tuition payments.

13.0 Fundraising

All fundraising activities are optional for members of the organization. Money raised by Zona Volleyball Club by general fundraisers (t-shirt sales, etc.) will be put toward operating expenses. Credit earned by an individual or team will be credited to the player's account or distributed equally among team members' accounts, respectively.

Credit earned by a member may **only** be used to cover tuition fees or camp fees. Credit may not be used to purchase equipment and /or apparel.

Under no circumstances will credit generated through fundraising be returned to the member at the end of the season. The credit may be rolled over to the next year. If the member does not return to Zona the following season, the credit accrued on the account will be rolled into the general fund.

Zona reserves the right to deduct a small portion of any fundraised money to cover for the costs of maintaining the fundraiser, if applicable.

13.1 Gift Versus Donation

Because Zona Volleyball Club is a not-for-profit 501(c)(3) corporation, donations made to the general fund can be tax deductible to the donor. However, if a donor wishes money to be applied to a specific account, to benefit a specific player, the contribution is considered a gift and is *not* tax deductible. If you have any questions regarding whether or not a contribution is tax deductible, please contact the Administrator or consult a certified tax accountant.

13.2 Other Fundraisers

Members or teams are allowed to organize and run fundraisers throughout the club season. Zona will support any fundraising efforts in any way it can. **The Administrator must approve all fund raising activities if members intend to use the Zona federal tax ID number as a means of generating credit.**

14.0 How to Reach Us

Any questions about Zona can be directed to either Michelle or A.J. Malis.

**Zona Volleyball Club, Inc.
2470 North Adron Ave
Tucson, AZ 85715
(520) 885-9866**

**Web site: www.zonavolleyball.com
E-mail: zonavolleyball@cox.net**

USA VOLLEYBALL PARTICIPANT CODE OF CONDUCT

In consideration of the rights granted to me by my membership with the Regional Volleyball Association (RVA), a USA Volleyball (USAV) RVA member, I consent to abide by the rules of conduct set forth herein, while I am a member of the RVA. I understand that these rules extend to my conduct in activities related to, and during any USAV/RVA sanctioned event in which I participate. This includes all events or activities sanctioned or sponsored by the RVAs or the USAV, practices, travel to and from events, volleyball camps, players' clinics and officials' clinics. I also understand that if I violate any of the following rules, I might be subject to whatever disciplinary action is deemed appropriate by the authorized person, persons, boards or committees of the RVAs or USA Volleyball.

THE FOLLOWING ACTIONS ARE PROHIBITED:

1. Illegal transport, illegal possession, or illegal use of drugs or other substances banned by the RVA or USAV. (NOTE: Disciplinary actions for use of banned substances shall be in accordance with USAV Drug Policy Program.)
2. Use of a recognized identification card by anyone other than the individual described on the card.
3. Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be a part of any penalty imposed.)
4. Possession of fireworks, ammunition, firearms, other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons.
5. Any action considered to be an offense under Federal, State or local laws/ordinances.
6. Violation of the specific policies, regulations, and/or procedures of the RVA, USAV 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.)
7. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
8. Physical or verbal intimidation of any individual.

USA VOLLEYBALL DISCIPLINARY POLICY

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

NOTE: Major misbehavior (e.g. verbal or physical abuse of a child, sexual harassment, etc.) may subject the violator to immediate lifetime ineligibility for RVA membership or USAV registration.

**Appeals may be made in accordance with procedures set forth in the bylaws and operating code of the RVA and USA Volleyball as printed in the current RVA Handbook and Official USA Volleyball Guide, respectively.

Revised 11/1/05

TO BE RETAINED BY MEMBER



USA VOLLEYBALL JUNIOR CLUB PERSONNEL CODE OF ETHICS



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

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

- 1 All adult club personnel affiliated with a junior program must be a registered member with a Region of USA Volleyball and USA Volleyball.
- 2 All adult club personnel including coaches, chaperones, assistant coaches, trainers, etc. affiliated with a junior program intending to participate in USA Volleyball must have an approved and current background screen on file as per USA Volleyball policy. It is intended that the term "all adult club personnel" be all includes and not limited to only those categories identified herein.
- 3 A head coach or assistant coach affiliated with a junior program must also: be an adult (see Region definition of an adult) and be IMPACT certified according to USA Volleyball and Region policies.
- 4 If allowed by Region rules, an assistant coach who has not yet met the age of majority in the state of residence must be supervised by a head coach recognized by the Region and must meet all applicable Region and USA Volleyball requirements. Individuals who are registered as junior players and also have an interest in coaching should contact their Region regarding coaching eligibility.
- 5 Responsibilities:
 - A. A head coach or other equally qualified club personnel must be present at all practices and competitions. A head coach, adult club representative 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.
 - B. 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.
 - C. 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 other participants over whom there is/was authority. See B above.
 - D. 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.
 - E. 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.

- F. All club personnel shall abide by and inform the players and their parent(s)/guardian(s) of applicable Regional recruiting policies.
- G. 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.
- H. 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.
- I. All club personnel shall ensure that all activities are suitable for the age, experience and ability of their athletes.
- J. All club personnel shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.
- K. All club personnel shall, while serving in a professional capacity, avoid any drug, tobacco or alcohol use while in the presence of athletes.
- L. 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.
- M. 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.
- O. All club personnel must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel and officials.
- P. 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.
- Q. All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators.

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

I acknowledge that I have read, understand and agree to abide by the statements of this Code of Ethics.

Applicant Signature _____ Date _____

Print Name _____

Parent/Guardian Signature _____ Date _____

(On behalf of minor applicant)

Print Name _____

2010 Club and Team Name _____

Arizona Region of USA Volleyball
Parent Code of Conduct
2007-2008

The Arizona Region is committed to creating and upholding traditions of excellence through volleyball, focusing on responsibility and accountability. Everyone involved in the sport of volleyball is responsible for his or her own behavior whether on the court, the bench or in the stands.

Parent Code of Conduct

As a Parent, I:

- Will remain in the spectator areas during all games.
- Will not advise the coach on how to coach, who to put in the game and/or who to take out of the game.
- Will respect the integrity of the officials and not advise them how to call the match.
- Will model sportsmanship for my child by treating all coaches, officials, tournament directors and players of either team with courtesy and respect.
- Will encourage hard work and honest effort that will lead to improved performance and participation.
- Will emphasize the cooperative nature of the sport.
- Will not try to coach my child during the game.
- Will encourage athletes to participate in volleyball drug, tobacco and alcohol free.
- Will attend all volleyball events alcohol and drug free
- Will cheer for my child's team.
- Will encourage my child to participate for enjoyment as well as competition.
- Will applaud good and fair play during matches.
- Will be in control of my emotions.
- Will learn the rules of the game to help me better understand what is happening on the court.
- Understand that physical or verbal intimidation of any individual is unacceptable behavior
- Will be supportive of all attempts to remove verbal or physical abuse from organized volleyball activities, including language.
- Understand that conduct that is inappropriate as determined by comparison to normally accepted behavior is unacceptable.
- Will protect the ability to continue using the facility by following all the rules of the facility, such as NO FOOD OR COOLERS IN THE GYM, smoking in designated areas only, throwing all trash in an appropriate receptacle, etc.
- Will protect athletes from sanctions and/or suspension by producing accurate documentation
- Will honor financial commitments.



USA Volleyball

CHAPERONE RESPONSIBILITIES

Thank you very much for volunteering to be a junior team chaperone. As a chaperone you are assuming certain responsibilities for the welfare of the players under your care, custody and control. To assist you in knowing what your responsibilities are we have created this information sheet for you. Please read and discuss these responsibilities with the team coach or manager. If you understand and accept these responsibilities please sign and date the bottom of the form and return the form to the coach or manager.

As a Chaperone, I understand and take responsibility for the following:

1. As an assigned driver transporting players to and from an event, I will obey all traffic laws and will not take any driving risks that will place the players or me in a harmful situation. All players as well as myself will wear seatbelts while in the automobile.
2. If using my personal automobile for transporting players, I understand that I am responsible for any accidents or injuries to my automobile, myself or to the players. I agree to have automobile liability insurance in the amount of \$300,000 or more covering the automobile I will use to transport players. I agree not to transport more players than my automobile has seatbelts for.
3. I will have a meeting with the players I am chaperoning to discuss the following:
 - a. Room accommodations - player responsibilities and conduct
 - b. Curfew
 - c. Check-in requirements with you if the players are going to leave the hotel.
 - d. Review of departure times and team activity agenda times.
 - e. Alcohol, tobacco and illegal drug restrictions.
 - f. Team meals.
4. I will refrain from using alcoholic beverages while conducting my chaperone responsibilities. I will absolutely not drink and drive myself or any players while acting as a chaperone. If for any reason I feel impaired to chaperone, drive, or carry out any of my responsibilities I will personally contact the team coach or manager and advise him/her of my impairment.
5. I will do everything that is reasonable and prudent to insure the safety of myself and the players while performing any chaperone duties.
6. As a chaperone, I understand that I am working under the direction of the Club, Regional Volleyball Association, or USA Volleyball Association. Any General Liability insurance available to the Club, Regional Association or USA Volleyball Association (excluding auto insurance) is also made available to me while working on behalf of or at the direction of the Club, Regional Association or USA Volleyball. I understand that I may be personally responsible and liable for any of my actions that fall outside the scope of authority granted to me by the Club, Regional Association, or USA Volleyball.

Signature

Date