

# Tribe Volleyball Handbook Player Commandments

## 2025/2026

### TRIBE Player Commandments

One of my goals with TRIBE is to become the best volleyball player and person I can be. I understand that my participation in the Club requires that I conduct myself with these TRIBE Player Commandments at the forefront of my actions and behaviors. I understand that failure to meet these expectations will cause my playing time to be reduced or eliminated.

**1. ATTENDANCE** –I will attend all practice sessions, matches and tournaments. If I am unable to attend, I shall notify the coach or assistant coach 1 day prior to the session. I will provide a calendar of known dates that conflict with my commitment to practices and tournaments in advance to the parent representative and / or coach. I will never leave a practice or tournament without first receiving permission from my coach.

**2. PARTICIPATION** –I will exhibit a teamwork attitude, attend all practice sessions, matches and tournaments. I understand the coaches make the final decision on all play time and will support their decision. I will discuss my role on the team with my coach on a one-on-one basis and request feedback and suggestions to improve my skills and to increase my playing time.

**3. SPORTSMANSHIP** –I will be courteous and respectful, to the facilities I am practicing or playing in at all times, to all coaches, my teammates, my competitors, the referees, and others. I will exhibit exemplary sportsmanship whether the team is winning or losing, playing well or not playing well. I will be a positive model to my fellow players, coaches and the player's parents.

**4. HELPFULNESS** - I will arrive early to all practice sessions and tournaments. I will be prepared to assist in net setup and tear-down, gym or team "campsite" cleanup, share all referee, line judge and work responsibilities.

**5. COURTESY** –I will not use any inappropriate language or gestures during practice or tournaments or while representing TRIBE.

**6. COOPERATION** –I will cooperate with my coaches and teammates and be ready to play every position in the spirit of teamwork.

**7. APPEARANCE** –I will dress appropriately, in the team uniform, for all tournaments.

**8. COMMITMENT** –I will budget my time to meet the responsibilities of being a TRIBE team member, maintaining my academic goals, and participating in social and community projects.

**9. COMMUNICATION** –I will communicate both on and off the court with my teammates and coaches for mutual understanding. If I am concerned about playing time and skill development, I will communicate directly with my coach and request help.

**10. ATTITUDE** –I will work hard at practices and tournaments. I will take the time together as a team seriously. I will be attentive and focused on my coach's

instruction. I will embrace their suggestions for improvement with eagerness and appreciation from my coach. I will be responsive to their requests and be willing to try new or different things.

Athlete's Signature \_\_\_\_\_ Date \_\_\_\_\_ Parent's  
Signature \_\_\_\_\_ Date \_\_\_\_\_

## **Team Philosophy**

### **Elite and Travel Teams**

This team level requires the **greatest level** of financial, travel, time, and attitude **commitment** towards playing TRIBE volleyball. As such, for both in- Region and out-of-Region competitive tournament events, all **playing time** for the team players **is based on what the Head and Assistant Coaches' feel will win** . This includes all decisions on rotation, substitutions, starting player assignments, etc.

This means that there will be **uneven playing time** for the players and the decisions are based on the coaches' discretion and his / her goals for the team. The Coach, Player, and Parent **Commandments** are to be applied to assure that any issues are proactively dealt with.

In addition, these **Elite / travel teams are expected to participate** in all of the **In-Region tournaments**, typically 2 to 6, **1 team (and possibly 2 teams) register for a berth to the National Tournament in July**. They will also play in **2 to 5 Out-of-Region** tournaments.

### **Regional/Local Teams**

These team levels require **a lesser level** of financial, travel, time, **But the attitude**

**commitment and seriousness** of each players' commitment towards playing TRIBE Volleyball Club **is mandatory to be equally as high as the 1 team.**

For these levels, both In-Region and Out-of-Region competitive tournament events, all playing time for the team players is based on what the Head and Assistant coaches feel will develop his/ her team and players skills. This will allow players more opportunities to learn and succeed, while still teaching and coaching to win. Decisions on the rotation, substitutions, starting player assignments, etc., may be made to develop a player versus always playing and starting the "best" players on the team.

**Note: Coaches...**this does not mean that you must have all players to play on a precise exact and the same amount of court time. Be aware there is a balance between teaching the team to "want to win" and your decision to show up and to play just to play. The intent of this philosophy is to **work hard to win**, but not at the expense of losing out on providing an opportunity for you to teach and for those players to develop and learn. The Coach, Player, Parent Commandments are to be applied to assure no issues or that any issues proactively dealt with. Playing time for players, will be close but not necessarily balanced for all. Some players will get more playing time and some players will get less.

#### **2025-26 USA Volleyball Acknowledgement of SafeSport and MAAPP**

I acknowledge that I have read, understand, and agree to abide by the U.S. Center for [SafeSport Code](#) and [Minor Athlete Abuse Prevention Policies \(MAAPP\)](#).

**Applicant Signature**\_\_\_\_\_

**Date**

**Print Name**

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

**Date**

**(On Behalf of Minor Applicant) Print Name**\_\_\_\_\_

## **SafeSport and MAAPP Frequently Reported Violations and Questions**

***The following content represents some of the highlights from both the U.S. Center for SafeSport Code (Code) and the Minor Athlete Abuse Prevention Policies (MAAPP). The undersigned acknowledges having read the Code and MAAPP in their entirety and understands how both are applicable. The Code and MAAPP may be accessed by clicking the links provided.***

### **Consent**

- Consent is (a) informed (knowing), (b) voluntary (freely given), and (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed upon sexual activity.
  - o Consent to any one form of sexual activity does not automatically imply Consent for any other forms of sexual activity.
  - o Previous relationships or prior Consent does not imply Consent to future sexual activity.
  - o Once given, Consent can be withdrawn through clear words or actions.
  - o Consent cannot be obtained:
    - § (a) by force,
    - § (b) by taking advantage of the Incapacitation of another, when the person initiating sexual activity knew or reasonably should have known that the other was Incapacitated,
    - § (c) from someone who lacks legal capacity,
    - § (d) when a Power Imbalance exists.

### **Power Imbalance**

- A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another.
- Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the coach Athlete relationship terminates until the Athlete reaches 20 years of age.
- A Power Imbalance may exist, but is not presumed, when an Intimate Relationship existed before the sport including the period(s) of any

sanctions imposed. (e.g., a relationship between two spouses or life partners that preceded the sports relationship).

### **Prohibited Conduct**

- It is a violation of the Code for a Participant to engage in or tolerate:
  - o (1) Prohibited Conduct, as outlined in the Code;
  - o (2) any conduct that would violate any current or previous standards promulgated by the U.S. Center for SafeSport, an NGB, an LAO, or the USOPC that are analogous to Prohibited Conduct and that existed at the time of the alleged conduct; or
  - o (3) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then applicable criminal or civil laws
- Prohibited Conduct include:
  - A. Criminal Charges or Dispositions
  - B. Child Abuse
  - C. Sexual Misconduct
  - D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
  - E. Aiding and Abetting
  - F. Misconduct Related to Reporting
  - G. Misconduct Related to the Center's Process
  - H. Other Inappropriate Conduct
  - I. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies.

### **Emotional and Physical Misconduct**

- It is a Code violation for a Participant to engage in emotional or physical misconduct, when that misconduct occurs within a context that is reasonably related to sport, which includes, without limitation:
  - o 1. Emotional Misconduct
  - o 2. Physical Misconduct
  - o 3. Bullying Behaviors
  - o 4. Hazing
  - o 5. Harassment.
- Emotional Misconduct Emotional Misconduct includes
  - (a) Verbal Acts,

- (b) Physical Acts,
- (c) Acts that Deny Attention or Support,
- (d) Criminal Conduct, or
- (e) Stalking.

Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

- a. Verbal Acts Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
- b. Physical Acts Repeated or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
- c. Acts that Deny Attention or Support Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.
- d. Criminal Conduct Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect).
- e. Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to
  - (i) fear for their safety,
  - (ii) the safety of a third person, or
  - (iii) to experience substantial emotional distress.

- “Course of conduct” means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person’s property. “Substantial emotional distress” means significant mental suffering or anguish.

- Stalking also includes “cyber-stalking,” wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact. f. Exclusion Emotional Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved Athlete performance. Emotional Misconduct also does not include

conduct reasonably accepted as part of sport or conduct reasonably accepted as part of Participant's participation.

### **Bullying**

- **Bullying Behavior Repeated or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing or Harassment.**
- **Examples of bullying behavior may include, without limitation, repeated or severe:**
  - o **a. Physical Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.**
  - o **b. Verbal Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.**
  - o **c. Social, including cyberbullying Use of rumors or false statements about someone to diminish that person's reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.**
  - o **d. Sexual Ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.**
  - o **e. Criminal Conduct Bullying Behavior includes any conduct described as bullying under federal or state law.**
  - o **f. Exclusion Conduct may not rise to the level of Bullying Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions.**
  - o **Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.**

## **Reporting Misconduct**

**An Adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and, when appropriate, to law enforcement may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties.**

**o a. The obligation to report is broader than reporting a pending charge or criminal arrest of a 16 Participant; it requires reporting to the Center any conduct which, if true, would constitute Sexual Misconduct or Child Abuse. The obligation to report to the Center is an ongoing one and is not satisfied simply by making an initial report. The obligation includes reporting, on a timely basis, all information of which an Adult Participant becomes aware, including the names of witnesses, third-party reporters, and Claimants.**

**o b. The obligation to report includes personally identifying information of a potential Claimant to the extent known at the time of the report, as well as a duty to reasonably supplement the report as to identifying information learned at a later time.**

**o c. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct or Child Abuse. Participants making a good faith report are not required to prove the reports are true before reporting.**

## **Electronic Communication**

### **Open and Transparent**

**a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:**

- i. When a Dual Relationship exists;**
- ii. When the Close-in-Age Exception applies; or**
- iii. If a Minor Athlete needs a Personal Care Assistant and:**

- 1. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and**
- 2. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and**
- 3. The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.**

**b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardia**



**another adult family member of the Minor Athlete, or another Adult Participant.**

**· If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.**

**c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.**

## **2. Team Communication**

**When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.**

## **3. Content**

**All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.**

## **4. Requests to discontinue**

**Parents/guardians may request in writing that USA Volleyball or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Volleyball and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.**

## **5. Hours**

**Electronic communications must be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.**

## **6. Social Media Connections**

**Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes.**

## **LOCKER ROOMS AND CHANGING AREAS**

***USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Locker Rooms and Changing Areas policy***

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

**Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:**

- **A Dual Relationship exists; or**
- **The Close-in-Age Exception applies; or**
- **A Minor Athlete needs a Personal Care Assistant and:**
  - i. **the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and**
  - ii. **the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and**
  - iii. **the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.**

#### **2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces**

- **No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.**
- **Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.**
- **Adult Participants must not shower with Minor Athletes unless:**
  - i. **The Adult Participant meets the Close-in-Age Exception; or**
  - ii. **The shower is part of a pre- or post-activity rinse while wearing swimwear.**
- **Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Volleyball and the Adult Participant(s) must abide by this request.**

### **3. Media and Championship Celebrations in Locker Rooms**

**USA Volleyball may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:**

**19**

#### ***U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies***

- i. Parent/legal guardian consent has been obtained; and**
- ii. USA Volleyball, the Region or Club approves the specific instance of recording or photography; and**
- iii. Two more Adult Participants are present; and**
- iv. Everyone is fully clothed.**

### **4. Personal Care Assistants**

**Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(a)(iii) above.**

### **5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces**

- USA Volleyball, the Region or Club must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.**
- USA Volleyball the Region or Club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.**

**20**

#### ***U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies***

### **ELECTRONIC COMMUNICATIONS<sup>4</sup>**

***USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Electronic Communications policy***

#### **A. Mandatory Components**

## **1. Open and Transparent**

- **All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:**
  - i. **When a Dual Relationship exists; or**
  - ii. **When the Close-in-Age Exception applies; or**
  - iii. **If a Minor Athlete needs a Personal Care Assistant and:**
    - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and**
    - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and**
    - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.**
- **Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.**
  - **If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.**
- **Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.**

## **2. Team Communication**

**When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.**

## **3. Content**

**All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.**

**4 Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.**

#### **4. Requests to discontinue**

Parents/guardians may request in writing that USA Volleyball or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Volleyball and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

#### **5. Hours**

Electronic communications must be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

#### **6. Social Media Connections**

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes.

22

*U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

### **TRANSPORTATION**

*USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Transportation policy*

#### **A. Mandatory Components**

##### **1. Transportation**

- **An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:**
  - i. **A Dual Relationship exists; or**
  - ii. **The Close-in-Age Exception applies; or**
  - iii. **A Minor Athlete needs a Personal Care Assistant and:**
    - (1) **the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and**
    - (2) **the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and**
    - (3) **the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or**

- iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA Volleyball, the Region, or Club at least annually.

## **2. Shared or Carpool Travel Arrangement**

USA Volleyball mandates parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

23

*U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

## **LODGING**

*USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Lodging policy*

### **A. Mandatory Components**

#### **1. Hotel Rooms and Other Sleeping Arrangements**

- All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
  - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement;
  - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement; or
  - iii. The Minor Athlete needs a Personal Care Assistant, and:

- (1) The Minor Athlete's parent/guardian has provided advance, written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement;
  - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - (3) The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- Written consent from a Minor Athlete's parent/guardian must be obtained for all In- Program lodging at least annually.
- 2. **Monitoring or Room Checks During In-Program Travel**  
If USA Volleyball, the Region or Club performs room checks during In-Program lodging, the one-on- one interaction policy must be followed and at least two adults must be present for the room checks.
- 3. **Additional Requirements for Lodging Authorized or Funded by USA Volleyball, RVAs or Clubs.**
  - Adult Participants traveling with USA Volleyball, the Region or Club must agree to and sign USA Volleyball, the Region or Club 's lodging policy at least annually.
  - Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy.

24

*U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

**PART IV**

**RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE**

**A. Out-of-ProgramContact**

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

**B. Gifting**

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).

2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

### C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.

25

## *U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

### TERMINOLOGY

**Adult Participant:** Any adult (18 years of age or older) who is:

- A member or license holder of USA Volleyball, RVAs or Clubs ;
- An employee or board member of USA Volleyball, RVAs or Clubs ;
- Within the governance or disciplinary jurisdiction of USA Volleyball, RVAs or Clubs ;
- Authorized, approved, or appointed by USA Volleyball, RVAs, or Clubs to have regular contact with or authority over Minor Athletes.<sup>5</sup>

**Amateur Athlete:** An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization for the sport in which the athlete competes.

**Authority:** When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the [Power Imbalance definition in the SafeSport Code](#). *NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*



**Close-in-Age Exception:** An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete *and* is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). **Note:** this exception *only* applies within the prevention policies and *not* regarding conduct defined in the SafeSport Code.

**Dual Relationships:** An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

**In-Program Contact:** Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

5 This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition

26

### ***U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies***

**Local Affiliated Organization (LAO):** A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB. LAOs of USA Volleyball include all 41 Regional Volleyball Association regions and all volleyball clubs that are a member of those regions.

**Minor Athlete:** An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or

competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

**National Governing Body (NGB):** A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

**Adult Participant Personal Care Assistant:** An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

**Paralympic Sport Organization (PSO):** an amateur sports organization recognized and certified as an NGB by the USOPC.

**Regular Contact:** Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). *NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.*

27

*U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

**U.S. Olympic & Paralympic Committee (USOPC):** A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

28

*U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

**APPENDIX I**

**CHART OF POSSIBLE ADULT PARTICIPANTS IN USAV:**

**Adult Participant Regular Contact**

**USAV Staff/Interns X USAV Board Members  
Region/Club Staff X Region/Club Board Members**

**Coaches X**

**Officials X**

**USAV Members 18 years or over X on teams with Minors**

**Chaperones X Club Administrators X Arbitrators X Medical Professionals X  
Athletic Trainers X Independent Contractors X**

**Authority Over**

**X X X X X X**

**X X X X X**

**USAV Members 18 and over who are only participating in Opens (i.e., not also a club coach, chaperone, or board member) with no minor players are not required to take training.**

**29**

*U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies*

**TRIBE Grievance Process**

**As stated in your Online Contract there will be NO REFUNDS Given**

**There are two aspects of this TRIBE Grievance Process. The first is when a player or parent has an issue or concern with the TRIBE coach or team. The second is when the TRIBE coach has an issue with a parent or player. There is a 24-hour rule that no parent can voice a concern about playing time proceeding a tournament.**

**PLAYER OR PARENT -If a player or parent has a concern or issue with a coach, the following procedure will be followed:**

**1. STEP 1** -The player should discuss the concern / issue with their coach and work to a mutually agreeable solution. None of the coaches should be considered unapproachable.

TRIBE strives to ensure all coaches are willing to listen to a player's concern. Until the coach is made aware of the concern/ issue, nothing can be done to alleviate it. To Benefit the player, it is preferred to avoid waiting until the end of the season to voice any concerns

**2. STEP 2** -If the concern / issue is not resolved to the player's satisfaction, the player and her parents may make an appointment to privately speak with the coach.

**3. STEP 3** -If a solution is still not reached, a player or parent can contact the Club Director to set up a meeting with the player, parents, coach.

**4. STEP 4**—Agree to disagree. If a solution is still not reached, a player or parent can elect to resign as a member of TRIBE. **There will be NO REFUND Given.**

**COACH -If a coach has a concern or issue with a parent or player, the following procedure will be followed:**

**1. STEP 1** -The coach will verbally express their concern / issue with parent or player. A review of the Parent and Player TRIBE Commandments will be suggested.

**2. STEP 2** -If the concern / issue recurs, the Coach will issue the parent or player a “yellow” card. The “yellow” card is a final warning to the parent or player that continued behavior is the “last straw” prior to ejection from the practice or tournament.

**3. STEP 3** -If the parent or player behavior continues to be inconsistent with the Parent and Player TRIBE Commandments, the Coach will issue the parent or

player a “red” card. The “red” card is an official ejection from the practice or tournament. There is no appeal process.

**The Parent and Player TRIBE Commandments are the guiding principles for determining what is or is not inappropriate behavior for the “yellow” and “red” card situations.**

---

Athlete's signature and date \_\_\_\_\_ Parent's

signature and date \_\_\_\_\_

## Club Release Policy

If an athlete/family decides to depart Tribe Volleyball during the respective season, the following steps must take place:

### Release Policy:

STEP 1 - The athlete/family in question must submit a written request for release to the Club Director, **Dean Barboza**, at **Dean.Barboza@tribevolleyball.com** and to the Florida Region at [membership@FloridaVolleyball.org](mailto:membership@FloridaVolleyball.org) stating the reason for the request.

Club may deny request for release of the athlete.

STEP 2 – If the club approves the release of the athlete.

1. All financial obligations agreed upon contractually must be paid in full before the athlete is approved to be released.
2. Payment Option – Cashier's check or money order
3. Once payment is received by cashier's check or money order the club will send an email to the Florida Region at [membership@floridavolleyball.org](mailto:membership@floridavolleyball.org) approving release of the named athlete.

The club may agree to waive the requirements above on a case-by-case basis.

**Transfer Policy:** A player can represent only one club during the Season. A change in the geographical location of the family due to a change in job, military, scholastic or inner-collegiate status may receive special consideration. No player may participate in different Qualifying events with different clubs/teams. Proof of residency must be provided by the family at the time of the release/transfer request.

Once an athlete has participated in a **National Qualifier Event (Regional or NQ)** they may not be released for the rest of the season to another club. Please refer to the USA Volleyball (USAV) Championship Manual on releases for athletes that participate in regional or national qualifying/bid events.

\_\_\_\_\_  
Parent Name (Print)

\_\_\_\_\_  
Parent Signature

Date: