



GAINESVILLE JUNIORS

VOLLEYBALL CLUB

3606 SW 34th Street
Gainesville, FL 32608

2023-2024 CLUB HANDBOOK

CO-DIRECTORS:

Stephanie Wyatt

Joe DeLuca

MISSION

Our mission is to create a competitive, affordable volleyball environment that promotes excellent skill development, strong character, and mature leadership.

GAINESVILLE JUNIORS POLICIES

PLAYING TIME

Playing time is not guaranteed for any player at any level. However, our coaches are trained to be sensitive to the fact that parents have paid a significant amount of money to be a part of the team. Every effort will be made to give all girls playing time. However, during competitive matches, every girl may not get on the court. Decisions about playing time will be based on a club-wide standard of evaluating each player. That standard is attitude, effort and outcome.

- Attitude: The attitude an athlete brings to each practice and each game. We look for attitudes that are positive, respectful, and encouraging. It is our desire that a player's attitude contributes to the overall unity of the team.
- Effort: The effort put in by the athlete at each practice and each match. Full effort is expected at all times from every player.
- Outcome: The outcome is how well the athlete is playing. The skill level is important when determining playing time, but as a determining factor, it is third in importance.

PARENT CONDUCT

Gainesville Juniors strives to create a positive, supportive, fun environment for both athletes and parents. To that end, we ask our parents to sign the Parent Code of Conduct that outlines some of our expectations. Our parent expectations:

- To uphold the Gainesville Juniors club values of integrity, discipline, respect, commitment, and dedication as they relate to my child's team.
- To do everything in my power to contribute to the positive atmosphere GJ desires to create on each team.
- To not engage in any type of unsportsmanlike conduct. I will not make any disparaging remarks about, or gesture toward a director, coach, player, team or official. This includes any online and/or social media activity that violates this policy.

- To abide by Gainesville Juniors' zero-tolerance policy for bullying and discrimination toward any director, coach, player or parent. This includes any online and/or social media activity that violates this policy.
- To abide by Gainesville Juniors' zero-tolerance policy for all forms of harassment toward officials and athlete referees. I understand that any violation of this policy will result in immediate loss of spectator privileges for the remainder of the tournament.
- To understand that *any* behavior deemed to be detrimental to the club by Gainesville Juniors Volleyball Club directors is subject to disciplinary action.
- To understand that playing time is not guaranteed on any level team. I understand that Gainesville Juniors' standard for determining playing time is based on the evaluation of each athlete's attitude, effort and outcome. I understand that playing time is ultimately determined at the discretion of the coach. If my child has an issue with her playing time, I will encourage her to speak to her coach directly.
- If I have an issue or grievance with a coach or a team, I will go first to the coach and then, if necessary, to a club director.
- If I have an issue or grievance to discuss, I will not contact the coach until 24 hours after the last match or tournament.
- I will leave all gymnasiums/spectator areas/dining areas clean upon my exit.
- I understand that the athlete is a member of Gainesville Juniors Volleyball Club for the entire club season unless a release is granted by a club director.
- (For national level teams only) I acknowledge that accepting a position on a Black or national level team requires a commitment to participate in up to two national championship tournaments (AAU and/or USAV). It is required that athletes attend all post-season summer practices leading up to national championship tournaments. Failure to attend practices may affect playing time in championship tournament(s). Failure to meet these requirements may preclude an athlete from being placed on a national level team in future seasons.
- I understand that if I fail to abide by rules and guidelines above, I will be subject to disciplinary action or at-will removal from a team and/or Gainesville Juniors Volleyball Club without refund of club fees.

ATHLETE CONDUCT

As mentioned above, Gainesville Juniors strives to create a positive, supportive, fun environment for both athletes and parents. To that end, we also ask our athletes to sign the Athlete Code of Conduct that outlines some of our expectations. Our athlete expectations:

- To be committed to the program and uphold Gainesville Juniors' club values of integrity, discipline, respect, commitment, and dedication.
- To always be respectful of my coaches and teammates.
- To notify coaches of an absence from practice, team event, or tournament as soon as possible.
- To notify the coaches of any known tournament conflict at the parent meeting before the season starts.

- To understand that playing time is not guaranteed on any level team. Gainesville Juniors' standard for determining playing time is based on the evaluation of each athlete's attitude, effort, and outcome. I understand that playing time is ultimately determined at the discretion of the coach. If I have an issue with my playing time, I will speak with my coach directly.
- To not engage in any unsportsmanlike conduct. I will not make any disparaging remarks about, or gesture toward another player, team, coach, or official. This includes any online and/or social media activity that violates this policy.
- To abide by Gainesville Juniors' zero-tolerance policy for alcohol consumption, smoking, vaping, or drug abuse.
- To abide by Gainesville Juniors' zero-tolerance policy on bullying and discrimination. This includes any online and/or social media activity that violates this policy.
- To abide by Gainesville Juniors' zero-tolerance policy for all forms of harassment toward officials and athlete referees.
- I understand that *any* behavior deemed detrimental to the club by Gainesville Juniors Volleyball Club directors is subject to disciplinary action.
- To leave all gymnasiums/spectator areas/dining areas clean upon my exit.
- I understand that I am a member of Gainesville Juniors Volleyball Club for the entire club season unless a release is granted by the club director.
- (For national level teams only) I acknowledge that accepting a position on a Black or national level team requires a commitment to participate in up to two national championship tournaments (AAU and/or USAV). It is required that I attend all postseason summer practices leading up to national championship tournaments. Failure to attend practices may affect playing time in championship tournament(s). Failure to meet these requirements may preclude me from being placed on a national level team in future seasons.
- I understand that if I fail to abide by the rules and regulations above, I will be subject to disciplinary action or at-will removal from a team and/or Gainesville Juniors Volleyball Club.

PRACTICES

Parents are welcome to attend practices, but we ask that there be no "coaching" from the stands at either practices or matches. Athletes must be able to focus on the instructions of the coaches and not be distracted by additional instructions from parents. Gainesville Juniors coaches reserve the right to ask a parent to leave the gym during practice if the parent is not abiding club or team rules.

MATCHES

Parents are encouraged to show self-control in all situations. The utmost respect should be given to referees and line judges and every competition. Please remember that line judges are usually kids, just like yours, doing the best they can. If you have ever seen parents yelling at your child over a call that they disagree with, you know how badly that can make your child feel. Gainesville Juniors families will be held to a high standard of behavior in all situations. Parents lead by example. If we as the adults want our kids to show self-control and respect, we must model that as well.

CHAIN OF COMMUNICATION FOR CONFLICT RESOLUTION

If you have concerns about your child's role on a team, or any other matter relating to the team, we encourage you to follow the following steps:

- The athlete should first speak to the coach directly.
- The next step is for the parents to speak with the coach, in the presence of the athlete.
- If the matter remains unresolved or if the parent has a reasonable concern that speaking with the coach will not resolve the matter, they should speak with a Gainesville Juniors Club Director by making an appointment by email gainesvillejuniorsvball@gmail.com.

DISPUTES/GRIEVANCES

It is essential that our parents serve as a support system for our club, players and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.

Gainesville Juniors Volleyball Club fully comprehends the value of parent involvement and encourages our parents to offer feedback whether positive or negative, but to do so in a respectful way. The below procedure is designed to help athletes and parents with questions, concerns, or problems that may occur during the course of the season. It ensures open and honest communication between all parties involved.

- 24-hour rule: If the athlete or parent has a concern arising from a tournament or practice that needs to be addressed, they must wait at least 24 hours after the conclusion of the event to discuss the issue with the head coach. We trust that parents will be timely in communicating with coaches regarding potential issues that would distract that coach from their primary objective of coaching the team.
- Don't approach the coach immediately prior to the start of practice, the coach must focus on the athletes' and the training required during practice.
- The athlete must first ask for a meeting with the coach to discuss the issue at hand. In the case of players on 13's or younger teams, the parents may request the meeting, in which the athlete, parent and coach must be present.
- If the issue is unresolved, the parents may ask for a meeting between themselves, the athlete, and the coach to discuss the issue. The meeting should take place at a location considered adequate for a private discussion agreed upon by both the parent and coach – NOT at a tournament and/or practice.
- If the issue is unresolved, the parent may ask for a meeting with the club director, the head coach, and the athlete. The meeting should take place at a location considered adequate for private discussion, agreed upon by the parent, coach, and director and during a scheduled time away from practice or a tournament is appropriate. The decision of the club director at this point is **FINAL**.

REFUND POLICY

Accepting a position on a club team obligates each player to agree to pay in full the registration and club fees which are non-

refundable, regardless of whether the player decides to leave Gainesville Juniors prior to the end of the seasonal year. In the event you choose to leave, or a player is removed from the club for any reason, payments will be forfeited. A player who stops playing during the season is not released from their financial obligation to Gainesville Juniors. In the event a player wishes to be released from the program, Gainesville Juniors reserves the right not to release the player until all funds due are paid. In the event a player wishes to be released from the Gainesville Juniors program, we ask that the parent/guardian submit a letter stating the reason for withdrawal to the Directors of Gainesville Juniors to gainesvillejuniorsvball@gmail.com.

COSTS AND PAYMENTS POLICY

Costs vary for each team according to schedule and team level. Costs and budgets for the upcoming season will be announced at the parent meeting on September 10, 2023.

Our payment policy is as follows:

- Deposit of \$500 due upon team commitment.
- Full payment or payment plan agreement made by September 10, 2023.
- Payment plan to be paid in seven equal payments on the first of the month from September to March.

STAY AND PLAY AGREEMENT

USAV has designated their tournaments as Stay and Play Events. USA Volleyball implemented the Stay and Play policy; it is *not* a Gainesville Juniors policy. This is a policy that requires all teams and attendees to make their hotel reservation through approved housing services for a pre-determined number of rooms and nights. If Gainesville Juniors does not book the appropriate number of contracted rooms for the number of contracted nights, our teams will be disqualified from the tournament.

Minimum hotel nights are not dependent on your personal wave times for a tournament. Hotel rooms may not be cancelled due to release of PM wave schedule. Late cancellations negatively affect our total nights for a tournament and endanger our tournament status.

When there is a minimum night requirement, you **MUST** check in on the first night of your reservation. Even if you do not intend to use the room the first night (in the event you have PM wave on the first day of tournament and you don't want to go until the day of the tournament), you still must check in to your room online or contact the hotel to inform them of your arrival plans. If you do not check in on the first night of the reservation, your room may be canceled for the entire weekend without refund. Not only will you be left without accommodations for the tournament, the club will be at risk for being under our room minimum for the tournament.

USAV works with the contracted housing partner to see that it is enforced. When teams are notified of non-compliance with the stay and play policy, it is at USAV's request. This is why it is imperative that all parents understand the importance of this policy and the consequences of non-compliance.

Stay and Play tournaments have benefits for our club and families. Some of these benefits include:

- Better comp policies for the teams
- Guaranteed lowest group rates
- Clubs and multiple teams can be lodged together in the same hotel
- Guaranteed room type.
- Tournament cancelation insurance

*AAU tournaments often offer courtesy discounted hotel blocks at their tournaments. When these are available, they will be offered to our families, but they are not bound by the Stay and Play policy. You are not REQUIRED to use the hotels offered for AAU tournaments. This policy ONLY applies to USAV tournaments.

CLUB RELEASE POLICY

In the event that an athlete/family decides to depart from Gainesville Juniors Volleyball Club during the respective season, the following steps must be taken:

- Transfer policy: There are no transfers allowed in the Florida Region without extenuating circumstances. A player can represent only one club during the Season. A change in 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.
- Release Policy: The athlete/family in question must submit a written request for release to club directors Stephanie Wyatt and Joe DeLuca at gainesvillejuniorsvball@gmail.com and to the Florida Region at office@FloridaVolleyball.org stating the reason for the request. All outstanding financial obligations between the family and Gainesville Juniors Volleyball Club must be fulfilled before a release will be granted.

I, _____, (printed name of player) have read and understand the above release policy contained in the Gainesville Juniors Handbook.

(Signature of Athlete)

(Date)

I, _____, (printed name of parent/guardian) have read and understand the above release policy contained in the Gainesville Juniors Athlete Handbook.

(Signature of Parent/Guardian)

(Date)

MINOR ATHLETE ABUSE PREVENTION POLICIES

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies.

To satisfy these requirements, USA Volleyball provides these policies to USAV member clubs. Clubs may choose to implement stricter standards.

SAFE SPORT CLUB POLICIES

1. One-on-One Interactions, including meetings and individual training sessions (Clubs are required to establish reasonable procedures to limit one-on one interactions, as set forth in federal law)
2. Massages and rubdowns/athletic training modalities Locker rooms and changing areas
3. Social media and electronic communications
4. Local travel
5. Team travel

These policies shall apply to the following:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a **FLORIDA REGION CLUB**.
- 2) Adult members who have regular contact with amateur athletes who are minors.
- 3) Any adult authorized by **FLORIDA REGION CLUB** that may have regular contact with or authority over an amateur athlete who is a minor.
- 4) Adult staff and board members of a **FLORIDA REGION CLUB** (Collectively "Applicable Adult" for the purposes of this policy)

POLICY ONE: ONE-ON-ONE INTERACTIONS

OBSERVABLE AND INTERRUPTABLE

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB** are permitted if they occur at an observable and interruptible distance by another adult.

One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are prohibited, except in the circumstances described in meetings with mental health care professionals and health care providers of this section and under emergency circumstances. Meetings between Applicable Adults and minor athletes at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB** may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

If a one-on-one meeting takes place in an office at a facility partially or fully under the jurisdiction of a **FLORIDA REGION CLUB**, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

MEETINGS WITH MENTAL HEALTH CARE PROFESSIONALS AND HEALTH CARE PROVIDERS

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under the jurisdiction of **FLORIDA REGION CLUB**, a closed- door meeting may be permitted to protect patient privacy provided that:

- The door remains unlocked and another adult is present at the facility.
- The other adult is advised that a closed-door meeting is occurring written legal guardian consent is obtained in advance. by the mental health care professional and/or health care provider, with a copy provided to the organization.

INDIVIDUAL TRAINING SESSIONS

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the jurisdiction of **FLORIDA REGION CLUB** if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

POLICY 2 - MESSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue under the jurisdiction of **FLORIDA REGION CLUB** must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

LOCKER ROOMS AND CHANGING AREAS

Non-exclusive facility

If **FLORIDA REGION CLUB** uses a facility not fully under their jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

USE OF RECORDING DEVICES

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under the jurisdiction of **FLORIDA REGION CLUB** is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by the **FLORIDA REGION CLUB** and two or more Applicable Adults are present.

UNDRESS

Under no circumstances shall an unrelated Applicable Adult at a facility under the jurisdiction of **FLORIDA REGION CLUB** intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

ONE ON ONE INTERACTIONS

Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under the partial or full jurisdiction of **FLORIDA REGION CLUB**, except under emergency circumstances. If **FLORIDA REGION CLUB** is using a facility that only has a single locker room or changing area, separate times will be designated for use by Applicable Adults, if any.

MONITORING **FLORIDA REGION CLUB** will regularly and randomly monitor the use of locker rooms and changing areas at facilities under their jurisdiction to ensure compliance with these policies.

POLICY 3 - SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

As part of **FLORIDA REGION CLUB** emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities.

CONTENT

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

OPEN AND TRANSPARENT

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor athlete's legal guardian will be copied.

If a minor athlete communicates to an Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor athlete's legal guardian.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult. Minor athletes may "friend" or "follow" the organization's official page.

FACEBOOK, MYSPACE, INSTAGRAM AND SIMILAR SITES

Coaches may not have athletes of FLORIDA REGION CLUB's Team join a personal social media page. Athlete members and parents can friend the official FLORIDA REGION CLUB's Team page and coaches can communicate to athlete members through the site. All posts, messages, text, or media of any kind between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

TWITTER, INSTANT MESSAGE AND SIMILAR MEDIA

Coaches and athletes may "follow" each other. All posts between coach and athlete must be for the purpose of communicating information about team activities.

Email and similar/electronic communications

Athletes and coaches may use email to communicate. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Where the coach is a staff member and/or volunteer, email from a coach to any athlete we recommend come from the club website email center (the coach's return email address will contain "@CLUB.com").

TEXTING AND SIMILAR ELECTRONIC COMMUNICATIONS

Texting is allowed between coaches and athletes. All texts between coach and athlete must be professional and for the purpose of communicating information about team activities.

ELECTRONIC IMAGERY

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos, posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default policy of FLORIDA REGION CLUB to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club. Imagery must not be contrary to any rules as outlined in FLORIDA REGION CLUB's Participant Safety Handbook.

REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATION OR IMAGERY

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches or Applicable Adults subject to this policy. (Photography or videography). The FLORIDA REGION CLUB will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

MISCONDUCT

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our Participant Safety Handbook.

VIOLATIONS

Violations of **FLORIDA REGION CLUB's** Electronic Communications and Social Media Policy should be reported to your immediate supervisor, a **FLORIDA REGION CLUB** administrator or a member of **FLORIDA REGION CLUB's** Participant Safety Committee for evaluation. Complaints and allegations will be addressed under **FLORIDA REGION CLUB's** Disciplinary Rules and Procedure.

POLICY FOUR: LOCAL TRAVEL & TEAM TRAVEL

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

TRANSPORTATION

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

POLICY FIVE: TEAM TRAVEL

Team travel is travel to a competition or other team activity that the organization plans and supervises.

TEAM/COMPETITION TRAVEL

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with said Applicable Adult.

HOTEL ROOM

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor player. (Unless coach is the parent, guardian or sibling of the player) However, a parent/legal guardian may consent to such an arrangement in advance and in writing. Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete. Coach or his/her designee will establish a curfew by when all players must be in their hotel rooms in a supervised location. Regular monitoring and curfew checks will be made to each room by at least two properly background screened adults. At no time should one adult be present in room with minor players, regardless of gender.

Team personnel should ask hotel to block adult pay per view channels.

MEETINGS

Meetings shall be conducted consistent with the **FLORIDA REGION CLUB** policy for one-on-one interactions.

Individual meetings between coach and player may not occur in hotel sleeping rooms and must be held in public setting or with additional adults present with one of those adults being the same gender as the player.

2023-2024 GAINESVILLE JUNIORS HANDBOOK SIGNATURE OF RECEIPT

I, _____, (printed name of player) have read and understand all above rules contained in the Gainesville Juniors Athlete Policies. I further agree that any violation of these club policies may result in expulsion from my team with no refund of fees paid.

(Signature of Athlete)

(Date)

I, _____, (printed name of parent/guardian) have read and understand above rules contained in the Gainesville Juniors Athlete Policies. I further agree that any violation of these club policies may result in expulsion from a team with no refund of fees paid.

(Signature of Parent/Guardian)

(Date)