

WEVA TRYOUT, REGISTRATION and RECRUITING POLICY

1) WEVA Philosophy On Junior Volleyball Player Development And Mobility

WEVA believes that junior players should have the opportunity to participate in an atmosphere that allows the player and their family to experience a level of training and play that best suits their desires. Recognizing that every player and family seeks different outcomes from their volleyball experience, WEVA encourages parents and players to research, investigate, and participate in a wide variety of experiences within our volleyball community. WEVA policies have been developed with a goal of trying to balance these competing viewpoints, keeping in mind the development and overall best interests of the players and the sport.

2) WEVA defined timeframes

- Off- season is from the last day of Junior Nationals until 9/30 of that same calendar year.
- WEVA season is from 10/1 until the last day of USA Junior National Championships.
- Club Directors will be allowed to collect applicable try-out fees before the WEVA season but will not be allowed to collect any additional club payment until the WEVA season.
- Club Tryouts will be allowed to commence 9/1.

3) Release of Players

All junior players have an obligation to their current Club affiliation for the current season through the last day of the JNC [Junior National Championship] each season. In addition, all financial obligations must be satisfied with their current club. After Junior Nationals families may be contacted by club representatives to provide information for the upcoming season.

a) All junior players will be allowed the opportunity to register with a new club the following WEVA Season if all financial obligations have been met from the previous registered club. In order to assure that this is being accomplished, all Club Directors will provide the registrar with a report at the end of each season of players NOT in good financial standing with their club.

b) No junior player will be entitled to switch until all financial obligations from prior club are fulfilled.

c) A Junior player registered with a club is "free" to entertain switching clubs at any point during the WEVA season. See handbook sections Changes in Membership/Transfer Policy/Financial Obligations as well to ensure that all steps are understood and followed. Summary of the process that is required to be utilized is the following:

- Document request to switch to current club director. Signed by parent/guardian
- Document request to switch to new club director. Signed by parent/guardian
- Obtain release from current club director
- Provide the release from the current club director to the new club director
- Obtain acceptance from the new club director

4) Undecided Registration

All junior players that will be trying out for multiple clubs will initially register in WEBPOINT as UNDECIDED. The Registrar will transfer players to the Club of choice upon receipt of the Registration List from the Club Director.

5) Recruiting Guidelines:

a) Definition of Recruiting – To solicit players for the purpose of persuading them to tryout or play for a junior volleyball Club. Solicitation can be performed by any of the following individuals: Club directors, coaches, or anyone acting on behalf of a junior volleyball Club.

b) To facilitate communication between Clubs and prospective players, club directors will be responsible to update the WEVA website with their Club mission, kick-off meeting dates, team selection dates, potential club fees, practice schedule/requirements and club contacts. This information must be completed by September 1st, the start of the tryout timeframe.

c) Acceptable Recruiting Methods –

i) If initiated by a Club representative:

- (1) flyers,
- (2) press releases,
- (3) newspaper ads
- (4) any printed material that is used for distribution to the masses, or
- (5) contact during the off-season in person, via phone or other social media

ii) If initiated by the player or parent/guardian:

- (1) Telephone calls or private meetings to discuss the Club's programs and offerings
- (2) Documentation should be kept on file by the Club representative denoting all player-initiated contact in the event a recruiting grievance is filed with the Region

*** d) Unacceptable Recruiting Methods –**

i) While players are actively registered with an established Club:

- (1) Telephone calls or private meetings (either in-person or electronically) initiated by a Club representative
- (2) In-person visits initiated by a Club representative at a WEVA sanctioned practice or event other than to distribute written materials
- (3) Any one-on-one meetings between a Club representative and a player
- (4) Verbal or written promises made by Club representatives with regard to positions available or team placement given prior to tryout

ii) Athletes that have not registered for a specific club/organization will not be solicited if they have registered for another club in the current season.

iii) Coaches, staff or registered adults leaving one organization for another may not contact athletes while in-season and must adhere to all WEVA recruiting guidelines.

iv) Verbal or written offers for full or partial scholarships to influence the decision making process.

v) Recruiting of out-of-Region players is not permitted, by USAV policy.

vi) Club Directors will not put undue pressure on families to make a commitment. Threats of not finding a place to play, excessive phone calls, disparaging other Clubs, and promises of college scholarships are just a few examples of inappropriate pressure.

vii) Coaches affiliated with WEVA and an area high school program can and should encourage their players to play club volleyball. In doing so, they will adhere to all WEVA recruiting guidelines. The families will evaluate clubs within WEVA that will be the best fit for their goals and objectives without the perceived threat of repercussions during high school play. High School coaches will

not threaten or cause a student emotional distress by applying pressure to only consider playing for the club they are affiliated with. In addition, conversations should be avoided where promises for special placements/considerations are made for members of their high school teams in their affiliated club.

viii) These restrictions do not prohibit a Club from following up with a parent/player post-tryouts to determine if a decision has been made about an offer, or to determine if a player is still available and interested in an offer.

6) Player/Parent Recourse for Unwanted Contact or Harassment:

- a) Any player or parent has the right to stop the recruiting process at any time.
- b) The decision to do this does not need to be based on harassment alone.
- c) If a player or parent has made the decision to play for a particular Club and wishes not to be contacted by other Clubs, they should convey that to any person contacting them about joining another Club -- preferably in writing.
 - i) At that time, the party who contacted the player is obligated to cease all contact. Any additional contact must be initiated by the athlete.
 - ii) If the contact continues, by any agent of the Club, the player or parent should contact the WEVA Region Commissioner. WEVA wishes to protect its' members from unwanted contact or harassment at all times. The WEVA Region Commissioner will advise the Ethics and Eligibility Chairperson, if warranted, of the allegations. All information provided to and reviewed by the Ethics and Eligibility Committee will remain anonymous. All members of the Ethics and Eligibility committee will have no affiliation with any WEVA junior clubs.
 - iii) Parents, players or club directors must come forward with a written, formal complaint on which the Ethics and Eligibility Committee can take action. Verbal complaints are not sufficient for WEVA to investigate and take action on. Members of the committee will complete the research based on the written information provided to them and will determine the final outcome and applicable penalties, if any.

7) Penalties:

The following penalties will be imposed on any Club representative that is found to have violated the recruiting guidelines documented above via the WEVA grievance/due process procedures.

- a) 1st Offense – The club/organization will receive a written warning from the WEVA Executive Board outlining the complaint and the WEC finding. The club/organization will reply in writing to the WEVA Board acknowledging the infraction and a proposed corrective action plan outlining what efforts the club is taking to prevent a re-occurrence. (This can include additional education, removal of registered adult, etc.)
- b) 2nd Offense – \$500 fine & 1 year probation from the date of the offense.
- c) 3rd Offense – \$1,000 fine & 1 year suspension of membership from the date of the offense & notification to the National Office of USA Volleyball.