

## Recruiting Policy

Approved 7/23/18 RMR Junior Forum and Ratified by the RMR Board of Directors 8/24/18.

**Recruitment:** Any contact with a prospective coach and/or player, initiated by a club director, coach, parent, player or any other person representing a club, with the intent to commit the prospective coach and/or player to the represented club. When in contact with a prospective coach and/or player, coaches and club directors will refrain from any negative or derogatory remarks concerning other clubs and/or their staff.

**New clubs** that want to be established the following season must abide by all of the Recruiting Policies of the current season. If individual(s) begin recruiting in the current season in violation of this Recruiting Policy for a new club that they intend to start the following season, the *"New" club will not be recognized by the RMR or be allowed to participate as a "New Club" for the following season.*

**Recruitment Period (Players):** The recruitment period for all Junior Players, begins the day after the last day of competition of the Girls Junior National Volleyball Championships and will continue until one of the following occurs:

- ◆ If the individual has signed a contract after 10 am on the 3rd Friday in July with a junior club for the following season; **OR**
- ◆ When the club submits its roster to the RMR, the deadline is Monday before Thanksgiving of the new season; **OR**
- ◆ When the club submits a roster to the RMR Office.

**Recruitment Period (Staff/Coaches/Parents):** The recruitment period begins the Tuesday after the RMR Zelinkoff Bid Tournament or the day after the last day of competition of the Girls/Boys Junior National Championships in which the coach is competing, whichever comes last and will continue until one of the following occurs:

- ◆ If the individual has signed a contract with a junior club for the following season; **OR**
- ◆ When a club submits paperwork by the stated deadline of Monday before Thanksgiving of the following season; **OR**
- ◆ The date on which a club submits a roster to the RMR Office.

**Non-Recruitment Period (Player):** The non-recruitment period for all Junior Players begins on the earlier of the following:

- ◆ After the 3<sup>rd</sup> Friday of July when a player signs a contract; **OR**
- ◆ The Monday before Thanksgiving of the following season when a club submits the roster to the RMR office; **OR**
- ◆ The date on which a club submits a roster to the RMR Office.
- ◆ The Non-Recruitment period ends the day after the last date of competition of the Girls/Boys Junior National Champions which is usually in July.

Coaches, players, parents/guardians or club directors shall not initiate contact with players who are not affiliated with their club during the non-recruitment period.

**Non-Recruitment Period (Staff/Coaches/Parents):** The non-recruitment period begins when one of the following occurs, and will continue until the Tuesday after the RMR Zelinkoff Bid Tournament or the day after the last day of competition of the Girls/Boys Junior National Championships in which the coach is competing, whichever comes last

- ◆ The Tuesday after the Zelinkoff Bid Tournament when a coach signs a contract with a club for the following season; **OR**
- ◆ The Monday before Thanksgiving for the following season when a club submits a roster to the RMR; **OR**
- ◆ When a club submits a roster to the RMR Office.

Coaches, players, parents/guardians or club directors shall not initiate contact with staff, coaches or parents who are not affiliated with their club during the non-recruitment period.

**No Electronic Contact List:** A Player who has informed the RMR Office in writing that she/he does not want to be contacted by electronic means (telephone, text, email, electronic networking, etc.) by any club for the purpose of recruitment will be placed on the list. Coaches and club directors will respect the decision of these individuals on this list and will not contact them via electronic devices. Regular letter information can still be sent to these individuals. The No Electronic Contact List will be posted on RMR website.

**Publications and Web Site Postings:** Posting to websites and/or other media should not infer that players will be evaluated for purposes of earning a spot on a club's team roster, or offered contracts, prior to the opening date of the Recruitment Period. Published Rosters and Members List on website or other printed material is limited to current, alumni members, or after the contract signing date for the new season (roster) of that club.

**Violation of the Recruiting Policy:** Should a club's violation of the Recruiting Policy be reported in writing to the RMR Office, said club will then be subject to an Incident Review. Sanctions will be determined by the Incident Review Committee. Below are possible sanctions for violation of the Recruiting Policy;

- ◆ In some cases, the first sanction may be a written warning, but it is not limited to disqualification to the RMR Zelinkoff Bid Tournament.
- ◆ Probation, meaning a warning that any additional violation of ethics or the rules may result in suspension of participation (roles) within the RMR-USAV or suspension of RMR-USAV membership for a designated period of time;
- ◆ Fine(s) to be paid before further participation in RMR events;
- ◆ Suspension from participation (roles) within the RMR-USAV for a designated period of time.
- ◆ Suspension of rights to participate in designated policies of the RMR such as but not limited to the "Members On Hold Policy".
- ◆ Suspension of USAV membership for up to 12 months;
- ◆ Expulsion from USAV membership for more than 12 months.

## **Contract Signing Policy for 2019 – 2020 Girls Division Only**

Approved 8/24/18 RMR Junior Forum and Ratified by the RMR Board of Directors 8/28/18.

The time period from the day after the Girls JNC up until 10am MST on the 3rd Friday in July as a tryout period for clubs. Clubs can hold tryouts after the 3rd Friday in July if they choose to. Note: an offer given by a club to a player from another club, by any means of communication (email, verbal, text, etc) will not be considered a binding offer. Only written contracts sent from the club to the prospective player starting at 10am MST on the 3rd Friday in July will be considered binding, once signed and counter signed.

No written contracts or request for deposits can be requested of a player until 10 am MST on the 3rd Friday in July. Clubs can accept written contracts after 10am MST on the 3rd Friday of July, these contracts will be considered binding, once signed and counter signed. Verbal commitments to own club players can be made after the ZBT. Verbal commitments to club members not affiliated with your club may be made the day after the final date of competition of the Girls Junior National Championships. Note: verbal commitments are not binding, but they will allow players to know that a contract will be offered.