



---

COLORADO VOLLEYBALL ASSOCIATION

**2024-2025**  
**Member Athlete & Parent Handbook**

**Player & Parent Handbook**

**Table of Contents**

Program Philosophy	2
Club Membership Dues	3
Training Environment, Environment and Playing Time	4
Player Code of Conduct	5
Parent Code of Conduct	6/7
End of Season Events and Training	7
Inclement Weather Policy	7
Club Grievance Procedure	8
RMR Spectator/Parent Code of Conduct	9

## PROGRAM PHILOSOPHY

At Colorado Volleyball Association (CVA), our goal is to foster an environment of learning and sportsmanship. We are dedicated to our athletes and their families, we trust our training, and we provide the complete experience.

CVA believes in the lessons that sport teaches each and every one of us. We believe that the structure, discipline and effort required to succeed in team athletics teaches participants lifelong lessons that help define and shape the personalities of adolescent athletes for the better.

It is the belief and philosophy of CVA that our primary responsibilities to our Member Athletes are to:

**Provide** safe, disciplined and structured environments in both training and competition for all participants;

**Establish** positive relationships and respect between CVA, Member Athletes and their families, coaches, administration and the community as a whole;

**Train** our Member Athletes at the highest level possible with the primary objective of producing a high-level CVA team and the individual reaching their own personal best.

It is our commitment to the sport and those who love and support it that fuels our efforts on behalf of the Member Athletes and their families within the program. CVA understands that for most, volleyball is not the only important thing in life, but for our Member Athletes and their families, it is a very important part of their lives right now.

The path to personal and team achievement is difficult and full of surprises. The CVA staff and administration recognizes this and pledges to proactively assist the Member Athletes and their families with struggles they may encounter along the way. The goals and objectives of the Member Athlete must be synthesized with that of the team and the program as a whole.

CVA believes that the success a Member Athlete enjoys is related directly to the belief exhibited in the Member Athlete by teammates, coaches and parents alike. We believe that knowledge, guidance, professionalism and sacrifice are the cornerstones of the coach-player relationship, and we commit ourselves to those beliefs in our daily actions. We will model excellence in success and in the face of adversity.

CVA is committed to the sport of volleyball and its positive application to the personal growth and development of the program's member Athletes and their families.

Staff, administration and support personnel within the CVA program will always strive to make the sport of volleyball and the act of athletic participation a teaching tool.

### **CLUB MEMBERSHIP DUES**

CVA Membership Dues includes: Rocky Mountain Region (RMR) player/coach officiating and scorekeeping fee, RMR tournament entry fees (Powers, Championships), local tournaments, insurance, facility rental and operating costs, coaching and administrative salaries, and equipment. Player uniforms and travel costs are in addition to the Membership Dues. For a more detailed and complete description of all travel and other expenses, refer to the CVA Member Athlete Membership Agreement.

### **SUSPENSION AND TERMINATION OF MEMBERSHIP**

This is CVA's "No Pay, No Play Policy". Essentially this policy means that if Members and/or Member Athletes are not current on their financial commitments or payments to CVA, the Member Athlete will not be allowed to participate in practices and competitions until such time as the amount due is paid in full. Furthermore, Member Athletes will not be allowed to board an airplane for an out-of-state tournament unless their travel payments for that trip are paid in full.

A member who fails to pay any dues or other assessment by the due date listed on the invoice or within the ten (10) day grace period for such invoice will be automatically suspended from Club membership until all such dues and assessments are fully paid, at which time such member shall be reinstated. To maintain the health, safety, desired culture and environment of CVA, the membership of any Member Athlete may be suspended or terminated at any time, with or without cause, by the Executive Committee and/or Board of Directors. Any Member Athlete who's membership is suspended or terminated by a vote of the Executive Committee and/or Board of Directors shall remain suspended or terminated until formally reinstated by the vote of the Executive Committee and/or Board of Directors. During any period of suspension, a Member Athlete shall not be entitled to exercise the rights and privileges of Club Membership. A Member Athlete who has been expelled or suspended shall be liable to the Club (CVA) for dues, assessments or fees as a result of obligations incurred or commitments made prior to expulsion or suspension. A Member Athlete may only resign if the member has paid all dues, assessments and fees, including travel and ground fees, payable as specified in the CVA Member Athlete Membership Agreement.

In the event that the Club's dues, fees, and all associated costs of participation in the Club and its activities are not paid at the time due, Member Athletes and Members understand that they will be subject to removal from membership in the Club and its related activities until such time that payment is received. The Club reserves its right to substitute removal of the Member Athlete from membership with any other disciplinary action necessary to bring the Responsible Party in compliance with its payment obligations pursuant to the terms of this Agreement, include but not limited to third party collections, being added to RMR restricted playlist / Member On Hold List, or other legal actions.

Any injury of the Member Athlete shall not eliminate, alter or reduce the obligations of the Responsible Party. The only exception is if all the following conditions are met: a) the Member Athlete sustained their injury while engaged in volleyball activities at the Club or at a Club sponsored and/or RMR sanctioned volleyball event, b) the Member Athlete has a signed note from a medical doctor who has examined the injured Member Athlete stating the Member Athlete is unable to participate in volleyball activities for the remainder of the season due to injury, and c) the Member Athlete's financial account is paid current at the time of the injury. If all of the above conditions are met, the Club Director, in their sole discretion, may decide the Responsible Party may forego payment of any remaining unpaid travel and/or ground fee expenses that have not already been booked / paid by the Club. There shall be no other exceptions.

## **TRAINING PHILOSOPHY, ENVIRONMENT AND PLAYING TIME**

It is a philosophical principle within the CVA's program that Member Athletes improve when trained in an environment that is both physically and mentally challenging while immersed in proactive, educational feedback. When Member Athletes see, hear, feel and understand what is right and wrong, they improve. While every athlete learns at their own pace, the simplification of our training language and techniques allow for most to see great gains quickly.

We will train hard and we will compete hard. We will do this in an environment that is respectful of the Member Athlete and in accordance with their ability in place and time.

As a Club, CVA will attempt to utilize its coaching staff to its highest potential. Specialized training sessions, guest coaches and clinics, joint training of various age-group teams and personalized/group feedback are just a few of the ways the CVA staff attempts to immerse its Member Athletes in an environment that allows them every opportunity to improve.

Training at CVA will include speed, agility and quickness training; core strength training; mental toughness training, and exposure to many ideas that Member Athletes may find unconventional and/or new to their volleyball experience. We will work to expose our Member Athletes to ideas that are universally accepted and/or new in theory and application. We recognize that athletes see, hear and learn things differently and that what works for one player may not work for another. The CVA staff will do its personal and cumulative best to create an environment both in training and competition that allows for the Member Athletes and their team to be their best.

Playing time for Member Athletes is NOT guaranteed and play time is also likely to be unbalanced / unequal. With that said, it is our professional experience that often the Member Athletes in the younger age-groups are more closely matched in ability, thus, it is easier to create and allow various substitution patterns, allowing more playing time.

CVA is a competitive level volleyball club with the goal of having its teams be successful at the highest level of competition within the region. For this reason, equal play time for each Member Athletes is not anticipated nor guaranteed. Additionally, the Club does not make any commitments that a Member Athlete will play in a specific position / role on a team. Rather, each Member Athlete will be placed in a volleyball position / role, and be allotted the amount of play time that the Team Coach and Club Directors believe is in the best interest of the team and, in their sole judgement, allows the team to achieve the most success.

Playing time is and always will be at the discretion of the team head coach and should fall into the parameters described above. Concerns regarding playing time should be addressed according to CVA's Grievance Procedures.

In the event of a conflict or discrepancy between this CVA Member Athlete & Parent Handbook and the Member Athlete Agreement, the Member Athlete Agreement (as amended from time-to-time) shall govern and control. In the event of a conflict or discrepancy between this CVA Member Athlete & Parent Handbook and RMR rules, regulations and/or policies, the RMR rules, regulations and/or policies (as amended from time-to-to time) shall govern and control.

## PLAYER CODE OF CONDUCT

Member Athletes and their family members and guests within the CVA community are expected and required to abide by a general set of binding conduct principals.

**Please read the following information carefully.** Responsible Parties, Member Athletes and their family members and guests are expected to understand and abide by these principals whenever attending a Club activity or event.

- **Players will be held accountable for their actions**

Any and all Member Athletes who wear the CVA uniform are expected to develop and grow both athletically and personally from their individual CVA experience. It is a belief within our administration and coaching staff that the club volleyball experience teaches Member Athletes a lot about life and how to live it responsibly within a team environment.

Member Athletes who act negligently, irresponsibly or hostile will be counseled. Consequences will result on a case-by-case basis by the CVA's administration. CVA reserves its right to sanction its players if their actions warrant it. Examples of inappropriate behavior include but are not limited to: misrepresenting the truth to fellow Member Athletes or any member of the CVA staff, cheating, verbal abuse or emotional outbursts directed toward fellow Member Athletes, any member of the CVA staff, officials, opponents, excessive tardiness for practices and/or games and abuse of the CVA's facilities and/or equipment.

- **Substance use and/or possession is not allowed**

Any Member Athlete found to have consumed or be in possession of alcohol, drugs or tobacco products in violation of any existing local, state or federal laws is subject to sanction and/or termination from the program and dismissal from CVA. Smoking is prohibited by all Member Athletes while participating in CVA's program.

- **Communicate effectively within the organization's established structure**

Inevitably, questions, concerns and problems arise over the course of the season. Member Athletes should immediately address their concerns with their coaches. Every effort should be made to resolve problems quickly and completely within the coach/Member Athlete relationship. If additional resolution is necessary, Member Athletes and their parents/guardians should observe and follow CVA's grievance procedure.

- **Member Athletes are expected to represent themselves and the Club with dignity, humility and class**

In competitions, you win and you lose. Both should be done respectful of the opponent. Member Athletes and their family members and guests are expected to demonstrate the highest level of comportment when dealing with everyone they come into contact with during practice, travel and competition. Failure to do so will result in sanction. CVA reserves its right to dismiss and terminate a Member Athlete's participation in its program.

## PARENT CODE OF CONDUCT

Member Athletes and their family members and guests within the CVA community are expected and required to abide by a general set of binding conduct principals.

**Please read the following information carefully.** Responsible Parties, Member Athletes and their family members and guests are expected to understand and abide by these principals whenever attending a Club activity or event.

### PARENT CODE OF CONDUCT

- **Parents will be held accountable for their actions**  
Everyone associated with the CVA program is expected to conduct themselves to the highest possible standards of civility and professionalism. Parents, who consistently challenge the CVA coaches, CVA administration, Member Athletes, or their family members and guests, will be counseled on their actions with the expectation of changing.
- **Parents wishing to express their concerns should do so through the proper channels**  
The CVA Member Athlete/Parent Grievance Procedure is designed to protect the most important people within the club: the Member Athletes. Embarrassment to the Member Athletes, coaches, staff or parents of other Member Athletes through a parent's poor behavior will not be tolerated. Overt public displays of anger, hostility or unsportsmanlike conduct will not be tolerated and will constitute sanction of the Member Athlete and may result in a Member Athlete's termination and dismissal from CVA's program.
- **Parents are encouraged to participate in the Member Athlete's development**  
Get involved. Ask questions. Host a team party. Provide healthy food. Whatever and however a parent can assist in the camaraderie, development and social health of a team, please feel free to participate. The Club's administration requests that a parent consult with the coach *before* planning an activity or event on behalf of the team.
- **Be aware of the Member Athlete's schedules, events and role in CVA's program**  
Training schedules are subject to change on occasion and certainly will, based upon weather, the phase of the season we are in and general event preparation. National events, especially for first-time Club participants, are sometimes daunting. Seek a thorough understanding from the Club's administration regarding the expectations of travel to these unique competitive events. Additionally, check in with your Member Athlete on a regular basis to better understand her role on the team. Often the roles of players change throughout the season. CVA coaches will do their best to help the Member Athlete understand their current role on the team, and what they can do to possibly change that role if the Member Athletes is unsatisfied with it. If you have any questions about your Member Athlete's role on the team, contact the coach directly.

- **RMR Spectator/Parent Code of Conduct**

The Rocky Mountain Region (RMR) of USA Volleyball has instituted a Spectator/Parent Code of Conduct. This Code is included at the end of this Handbook. CVA is supportive of this Code and requires all parents to sign such as a member of the organization.

Any violation of this Code of Conduct will result in the violator being asked to leave the site/facility/event, and may result in the violator possibly being banned from attending future RMR sanctioned events. Fines will be assessed to CVA and will be collected by the RMR, these fines may range from \$200 - \$500 depending on the type of violation. Multiple violations of this policy will be reviewed by the RMR Junior Committee in which they will assess fines and possibly revoke permission for any individual to attend any RMR Sanctioned Event for any length of time. The Event Director has the FINAL say regarding their individual event. Local law enforcement will be contacted if necessary to resolve any disputes or altercations.

If a Member, Member Athlete, or anyone associated with the Member or Member Athlete receives a fine for an RMR infraction, the Member Athlete will not be eligible to participate in any CVA activities, including but not limited to practice, competition in tournaments, and travel, until the fine has been paid in full.

### **END OF SEASON EVENTS AND TRAINING**

All eligible teams are expected and required to participate in all related end-of-season events including but not limited to the Junior National Championships and the AAU National Championships. These two additional months of training and competition is expected to last through the first part of July. **Member Athletes are expected and required to participate in and complete the entire season; it is a contractual obligation and is mandatory.**

### **INCLEMENT WEATHER POLICY**

In the event of severe weather, practice cancellation information will be available via CVA's website, voicemail announcement, team email distributions or a text from the coach to the Member Athletes on their team. Member Athletes from outlying geographic areas are encouraged to use their best judgment when attempting to travel to practice. The safety of the Member Athlete and their family members is our primary concern and priority. A decision will be made by 2:00 p.m. on weekdays and by 8:00 a.m. on weekends.

## CLUB GRIEVANCE PROCEDURE

The following guidelines have been established to protect the Member Athletes, their family members and the Staff of CVA.

The staff of CVA have been instructed to adhere to these guidelines to better maintain the Club/Member Athlete/parent relationship.

When there is a concern and discussion is warranted, all parties **must** adhere to the following procedure:

**1. All parties will observe a 24-hour “Cool Down” period.**

*Member Athletes, their family members, and/or their representatives shall not confront a Club coach at the conclusion of any event. Fatigue and stress from a given day’s events will not provide the parties an opportunity for productive discussion. For this reason, CVA and its member coaches, staff, players, and player representatives will observe a 24-hour “cool down” period. Once the 24-hour “cool down” has elapsed, additional steps can be pursued as described by the rest of this policy.*

**2. The Member Athlete must speak directly with the team coach.**

*If the matter is not resolved to the Member Athlete’s satisfaction, then...*

**3. The parent and the Member Athlete must both speak directly with the team coach**

*Confrontation of a coach in a hostile or threatening manner before, during or after an event, including practice, will not be tolerated. A convenient time for all parties to meet should be arranged by the Member Athlete. If a coach is approached in a hostile or threatening manner, they have been instructed by CVA’s administration to diffuse the situation by walking away.*

*A separate meeting outside of a competition day shall be scheduled to discuss the concerns. If the concern is not resolved after this meeting, then...*

**4. The parent / representative, Member Athlete, Head Coach and CVA Administration will meet.**

*The concerns will be thoroughly discussed, a plan of action will be established and the matter will be resolved to the mutual benefit of all the parties.*

It is important that Member Athletes and their family members understand that civil and polite conversation with/to/by CVA staff is encouraged and required throughout the season.

CVA’s administration and Board of Directors actively supports its coaching staff and the decisions made by its coaching staff. The safety of every Member Athlete is a priority and in the event a staff member has acted in a way which results in a perceived harm to a Member Athlete, all reasonable courses of action necessary to facilitate resolution will be carefully considered.

Note: In the event an issue or concern does not fall under this guideline, the Head Coach and/or Club Director(s) can make exceptions to this policy if necessary, particularly if any safety concerns arise.



## SPECTATOR/PARENT CODE OF CONDUCT

(This legally binding document may be reproduced as often as necessary)

**IMPORTANT NOTICE** – ENTRY TO THIS PRIVATELY SANCTIONED EVENT IS GRANTED AS A COURTESY. IF YOU ENTER/ATTEND THIS, OR ANY REGION SANCTIONED EVENT, YOU AGREE TO ABIDE BY THE FOLLOWING CODE OF CONDUCT GUIDELINES:

### I WILL:

1. I WILL abide by the official rules of USA Volleyball.
2. I WILL display good sportsmanship at all times.
3. I WILL encourage my child and his/her team, regardless of the outcome on the court.
4. I WILL educate myself on the unique rules of this facility.
5. I WILL honor the rules of the host and the host facility.
6. I WILL generate goodwill by being polite and respectful to those around me at this event.
7. I WILL direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
8. I WILL redirect any negative comments from others to the respective Event Director or Program Administrator.
9. I WILL direct all concerns regarding officials to the Head Coach or Club Director for my team/club as opposed to contacting the Head Official directly.
10. I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
11. I WILL support the policies and guidelines of the team/club that I represent.
12. I WILL acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
13. I WILL model exemplary spectator behavior while attending this event.
14. I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

### I WILL NOT:

1. I WILL NOT harass or intimidate the officials or other match participants.
2. I WILL NOT coach my child from the bleachers and/or sidelines.
3. I WILL NOT criticize my child's coach or his/her teammates.
4. I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Region and I am on the roster for the team on the court
5. I WILL NOT bring and/or carry any firearms at any Region event.
6. I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

**Note:** Any violation of this Code of Conduct will result in you being asked to leave the site/facility, and may result in you possibly being banned from attending future Region sanctioned events. Fines will be assessed to the Affiliated Club and will be collected by the Region, these fines may range from \$200 - \$500 depending on the type of violation. Multiple violations of this policy will be reviewed by the RMR Junior Committee in which they will assess fines and possibly revoke permission for any individual to attend any RMR Sanctioned Event for any length of time. The Event Director has the FINAL say regarding their individual event. Local law enforcement will be contacted if necessary to resolve any disputes or altercations. Questions or concerns may be directed to the RMR.

Parent Name: \_\_\_\_\_

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

Date: \_\_\_\_\_

Club Name: \_\_\_\_\_