



GEVA Recruiting and Commitment Policy 2020 -2021

GEVA is revising the Recruitment and Commitment Policy for the upcoming Season. Due to the COVID-19 Pandemic, we are implementing a new interim policy for the season. The Policy will remain in place until August 1, 2021. It will then be reviewed and amended as appropriate.

For tryouts authorized by GEVA Players must first register and pay USAV fees through SportsEngine. (instructions will be available prior to registration opening on September 1, 2020).

You must bring proof of the USAV registration to any GEVA Authorized Tryouts. You can use this for all tryouts that you attend but be aware that each club usually has a separate tryout fee.

Whether or not Clubs are Authorized by GEVA they remain independent businesses. They are not required to conduct Authorized tryouts. You should be aware that if you attend any event, including tryouts that are NOT Authorized by GEVA your membership benefits including insurance are not in effect.

In an effort to balance the competing needs of what is best for players and their families with those of the clubs and their membership, GEVA has adopted the following policies.

Remember these guidelines are being implemented on an interim basis for the 2020 -2021 season only.

GEVA will sanction tryouts beginning September 18th, 2020.

Offers to join a club or for spots on a specific team will often be made during or following these tryouts.

The GEVA policy in relation to offers and binding commitments, for the 2020- 2021 season, follow:

1. Clubs may make offers at any time based on any criteria of their choosing. For this season there is no requirement for offers to be made for a specific team.
2. Club Directors should not put undue pressure on families to make a commitment. Threats of not finding a place to play, excessive phone calls or disparaging other clubs and promises of college scholarships are just a few examples of inappropriate pressure



3. Once an offer is made, it MUST be valid for at least the day of the offer plus 72 hours (may be longer at the club's discretion).
4. Commitments are NOT binding until the completion of the offer period.
5. Binding offers must be made either in writing or electronically verified. Offers and must be accepted in writing with a signature from an adult parent or guardian. In addition, clubs must collect the signed acknowledgment of the GEVA Recruiting policy and the GEVA Parents Guide to Club Volleyball
6. Acceptance of an offer is considered to be a binding commitment upon:
 - § Receipt by the offering club of a signed offer letter
 - § Signed GEVA Recruiting Policy along with the signed Parents Guide
 - § The expiration of the offer period.

Please remember once you accept a position on a club you are responsible for all agreed-upon fees for the entire season.

Once you and your parents have decided to accept an offer to play with a club as described above you will not be allowed to reverse that commitment or attend any other tryouts. Clubs are not allowed to pressure you into making a decision immediately at tryouts.

Once you make a GEVA recognized commitment, you are not permitted to attend additional tryouts without verified permission from the club you have committed to. Attending another tryout may result in the forfeiture of your eligibility for Participation in the GEVA Authorized activities for this season.

Pre- Season Participation and recruiting season:

GEVA follows USAV policy to separate the year into two distinct season designations. For GEVA use they are delineated as the Participation and Recruiting Seasons. The Participation Season is defined as the date of commitment and signing until the last day of competition (for all age groups) of the USA Volleyball Junior National Championships (BJNC or GJNC) or USAV HP Championships, whichever is later for the individual player. The Recruiting Season begins the last day of competition (for all age groups) of the USA Volleyball Junior National Championships (BJNC or GJNC) or USAV HP Championships, whichever is later for the individual player.

GEVA highly recommends that contact by Club Directors, Coaches, Parents or any other affiliated member or representative of a Club during the Recruiting Season, be



done on a limited and highly professional basis. Club Coaches should be considerate of high school competitions and other important events.

NO CONTACT is allowed with committed players or their parents during the Participation Season (no-contact policy). Contact is defined as any form of communication with a player or parent with the intent to recruit that player to participate at any level with a different club, in the current or following year, including but not limited to practices, scrimmages, and tournaments.

Any player or parent has the right to stop the recruiting process at any time. The decision to do this does not need to be based on harassment alone. If a player or parent has made the decision to play for a particular club long before the beginning of the season 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. At that time, the party who contacted the player is obligated to cease all contact. If the contact continues, by any agent of the club, the player or parent should contact a GEVA representative. GEVA will step in to protect its members from unwanted contact or harassment. The family or player must come forward with a written, formal complaint (Incident report) on which the region can take action. Verbal complaints are not sufficient to take any punitive action.

Recruiting Guidelines & Penalties:

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.

Acceptable Recruiting Methods – The following methods are acceptable if initiated by a club representative:

Flyers, bulk emails, press releases, newspaper ads, social media or any printed material that is distributed to the masses.

Penalties – The following penalties will be imposed on any club representative that is found guilty (by an Incident Review Committee) of violating the recruiting guidelines above.

1st Offense – \$500 fee and one-year probation from the date of the offense.

2nd Offense – \$1,000 fee and a possible one-year suspension of membership from the date of the offense.



3rd Offense – Lifetime ban of membership with GEVA and notification to the National Office of USA Volleyball.

Players and their families are encouraged to investigate more than one club to determine which organization suits them best. Not all club organizations have try-outs. Some may simply have a registration procedure to follow in order to “join” that club.

Parents and players are encouraged to seek out the organization that can best serve the athlete. Many factors such as club goals and philosophies, practice and competition schedules, time commitments required, and financial commitments required are a few of the issues that need to be researched. Parents should request the club literature of many clubs and evaluate them to decide whether to attend a try-out session. Players can try-out for as many clubs as they would like prior to making a commitment.

There are no transfers from one club to another allowed in GEVA during the Participation Season. Individual cases may be heard by appealing this policy to the GEVA Junior Competition Committee.

Please report all suspected violations of any USAV or GEVA policy on the GEVA Incident form.

I have read and understand both the GEVA Commitment Procedures and the GEVA Parents guide. Clubs must keep this signed form on file.

Player _____

Club _____

Parent/Guardian _____

Date _____