



MVP ACADEMY

CLUB HANDBOOK

2023-2024

Trust the MVProcess

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ABOUT MVP ACADEMY // *WHO WE ARE:*

Our focus at MVP Academy is to create a positive atmosphere for our athletes in which they can receive positive instruction and learn life lessons through the sport of volleyball. We are committed to training our players and educating our coaches to be the best we can be on and off the court. We want all our athletes to be challenged and grow through positive instruction every time they step in our gym. Our goals are to increase volleyball skill, improve performance level, and teach players the value of teamwork, responsibility, motivation, and discipline. We want to cultivate self-confidence and self-esteem that allows our athletes to grow into leaders that will impact the future.

OUR MISSION // *WHY WE EXIST:*

Our mission at MVP Academy is to provide our athletes an exceptional experience fostering values, personal growth, and excellence on and off the volleyball court.

OUR VISION // *WHAT WE ASPIRE TO DO:*

Our vision at MVP Academy is to provide elite training and competition experiences for maximum growth in the time available, create a positive image of MVP Academy on and off the court, and provide a fun and excellent experience for each athlete every day. We also want to provide an atmosphere that produces athletes who compete with passion and character, are relentless, serve each other and our community, and are a family.

Elite Training and Competition for Growth

We have USA Volleyball, Professional, College, and High School certified coaches. We compete in USAV and AAU volleyball tournaments nationally and regionally. We provide college recruiting tips and help grow the athlete's volleyball IQ.

Positive Imagery

We create an image of positivity and excellence wherever we go, on and off the court.

Fun and Excellent Experience

We create an atmosphere where learning, growing, and playing volleyball is fun. We want nothing but the best experience for each athlete within our program.

Compete with Passion and Character

We have an energy that drives us in competition. We show respect for ourselves, others, and the game. We choose to be positive and learn from each circumstance. We compete with integrity and are humble in both victory and defeat.

Are Relentless

We play hard, take full responsibility, and recognize there are no shortcuts to success.

Serve Each Other and Our Community

We play for each other. The team comes before the individual and we work to make all our teammates better. We are connected to each other and the community and understand the value of service and giving back.

Are Family

We care about each other as teammates and human beings. We look each other in the eye. We tell the truth. We believe in each other and are committed to each other. We strive for excellence together.



OUR CORE VALUES // *WHAT ARE WE ABOUT:*

At MVP Academy, we have ten core values that we believe will allow us to accomplish our values and mission:

1. **Integrity:** Be honest, trustworthy, responsible, and ethical.
2. **Passion:** An internal motivator, an energy that comes from within – it is not forced on from without.
3. **Excellence:** Exceed expectations and continuously improve. Be creative and take appropriate risks. Learn from failure. Strive for Greatness!
4. **Accountability:** DO YOUR JOB... but also have an obligation to make things better, to pursue excellence, and to do things in ways that further the goals of our club and within yourself.
5. **Professionalism:** Represent yourself and others to the highest standard, achieve high quality results, while impressing and inspiring others – and feel good about yourself.
6. **Respect:** Value the rights of others, their, individual differences, beliefs, and ideas. Actively listen and communicate. Seek to understand the challenges they face and be tolerant and forgiving.
7. **Family:** The foundation from which we grow, support, encourage, love, and achieve all or nothing together.
8. **Growth:** Believe that your most basic abilities can be developed through dedication and hard work through challenges and tough situations.
9. **Commitment:** The willingness to give our time and energy wholeheartedly to our self, team, and others around us. We decide to do “whatever it takes” ethically and we push ourselves until we “make it happen”. We do not back out of our commitments ever.
10. **Happiness:** Acting and behaving in a joyful way – to work and make other people around you joyful and feel as if you and those around you have a purpose.



General Policies:

MVP Academy seeks to provide our athletes an exceptional experience fostering values, personal growth, and excellence on and off the volleyball court. Players are expected to always behave responsibly and always show respect for all individuals and environments. Any individual that does not adhere to MVP Academy rules, AAU rules, the assigned Region rules, USA Volleyball rules or engages in activity that does not align with our core values and reflect well upon MVP Academy may be disciplined, fined, or expelled from the club. Athletes found to be in possession of alcohol, tobacco, JUUL, vaping, or illegal drugs may be immediately expelled from MVP Academy. Any individual determined to be bullying, lying, stealing, or engaging in any behavior that disrupts team chemistry may also be immediately expelled from MVP Academy. If an athlete is expelled from MVP Academy, there will be no financial reimbursement, and remaining club fees will still be due. There will be no refunds given.

Team Levels:

MVP Academy seeks to offer different levels of instruction that best meets the needs of the athletes in our community. We offer regional teams that compete within the state as well as national teams that compete across the nation. Our goal is to share the love of the game with as many athletes as possible, from beginner to elite and to allow them to achieve their personal goals which may include playing collegiately, making a high school team, or achieving a higher level of personal fitness. Please note, each level of team may not be offered at all age levels. Cost will vary based on team level and age division.



Practice Policies:

It is our philosophy that practices are the time to improve skills and work on new concepts. The fundamentals, which are emphasized initially through positional training and small group work, are used to develop proficient offensive and defensive tactics. It is important that players and parents understand that players pay to train, not to play. Play time is not a given and has earned through hard work, positive attitude, and execution of skills on the practice court and when given the opportunity in game situations.

All players are expected to be on time, dressed and ready to begin practice at their teams scheduled time. All players on a team are required to wear MVP Academy gear and proper attire for volleyball practice. If the player does not have MVP gear to wear at practice, they will be required to purchase a practice shirt.

All practices and team sessions are mandatory. Players must call their coach at least one hour before practice if they will not be in attendance. To emphasize player responsibility, parents should not call on behalf of their child. The only exception to this rule is with 14 and under players, in which, parents may call the coach to let them know they will not be present. Please note, when players miss practice, they are missing valuable information and training time which could potentially decrease playing time. If a player is injured, that player should still be in attendance to be with the team and learn what is being taught.

All players are expected to help with cleanup after all practice sessions and leave the facilities better than they found it.

MVP Academy practices are open to all parents. Parents are welcome to stay inside of practice if they choose to do so but will not be permitted to coach or talk during this time. Practice time is for coaches to help and explain volleyball skills and lessons to the athletes. Also at practice, parents should refrain from interacting with any coaches or athletes and maintain a positive, productive learning environment for all.

Transportation to all practices and competition is the responsibility of the player and their parents.

Tournament Policies:

All members of MVP Academy will display proper respect and sportsmanship towards teammates, opponents, parents, coaches, officials, administrators, and the general public always. As a club, we will refrain from any illegal or inappropriate behavior that would distract from the positive image of our club or be detrimental to our performance objectives.

All players are expected to attend every tournament. If a player is unable to attend a tournament, he must inform the coach immediately so that the coach can make the appropriate changes.

Teams will be notified of wave and play assignments as soon as the information is available. Please note, often, tournaments do not release the information until shortly before the tournament begins.

If any MVP Academy teams are playing at the same tournament site, teams will be encouraged to watch and cheer for the MVP teams when possible.

At local tournaments, players and coaches will meet at the facility at the Time specified by your coach, in your uniform, to walk in together as a team. At travel tournaments, players and coaches will meet in the lobby of the facility or convention center at the specified time by your coach and go inside as a team. At the tournament facilities, the team will line up their bags in the area out-of-the-way and organized through the conclusion of their game.



During tournaments, athletes are expected to stay together as a team at their court. This includes while your team is off or officiating and does not mean separated into random groups. If a player has to leave the team area, they should function under the buddy system and go with at least one teammate. Players are not permitted to leave the court or tournaments site until they are excused or released by their coach.

Players should always leave the area that the team is in better than I found it. This includes the bench, areas used while off or officiating, and any other areas that the team occupies.

Officiating

Officiating is the shared responsibility of the entire team. All MVP Academy athletes are required to help with line judging, scorekeeping, score flipping, Libero tracking, and R1/R2 officiating. All athletes must be certified in all officiating areas through the course is given at the start of the season by USA Volleyball. And officiating schedule for tournaments will be provided by your coach. All athletes on the team must stay at the tournament until the officiating assignment is completed unless released by your coach. We will always do our best in officiating and officiate other teams the way that we would want to be officiated. No headphones or cell phones are permitted at any time while officiating. You must be always wearing court shoes and do not wear your backpacks while officiating.

Playing Time

Playing time is determined by the MVP Academy coaching staff based on what is best for the team and what allows the team to compete at the highest level possible. Players and parents alike should maintain the same positive attitude whether they are on the court or on the bench and support of the teams as efforts to be successful. Remember, playing time is earned not paid for through club fees. Parents are not permitted to discuss playing time, coaching philosophies, or any other volleyball issues with coaches at a tournament. If a parent has an issue, they should first follow our club grievance policy and must wait until 24 hours after the tournament concludes before communicating with the coaches regarding this issue. A parent may never contact the coach while at a tournament regarding a triggering issue. If further problems arise, please contact Corey Marks.

Grievance Policy and Procedures:

MVP Academy 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. This procedure is designed to help athletes and parents with questions, concerns, or problems that may occur during the season. It ensures open and honest communication between all parties involved.

1. 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 triggering event to discuss the issue with the head coach. Do not approach the coach immediately prior to the start of practice unless previously scheduled.
2. The athlete must first ask for a meeting with the coach and himself to discuss the issue at hand. In the case of players on 14 and under teams, the parent may request the meeting, in which the athlete, parent, and coach must be present.
3. If the issue remains 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 an appropriate time and location considered adequate for private discussion agreed-upon by both the parent and coach-not at a tournament or practice unless cleared by the coach.
4. If the issue remains unresolved, the parent may ask for a meeting with the club director, head coach, and athlete. The meeting should take place at appropriate time and location considered adequate for private discussion agreed-upon by both the parent and coach – not at a tournament or



practice unless cleared by the club Director. The decision of the club Director at this point is FINAL.

Travel Policies:

It is important to recognize that when traveling for club, whether in state or out of state, our athletes, coaches, chaperones, and parents represent MVP Academy in everything we do. If any representative of our club is unable to conduct themselves in a responsible, respectful manner, they may be expelled from the club.

When a team participates in a tournament, whether in state or out of state, the players time and attention belong to the coach. The coach will set and communicate the schedule in the group chat. All players are expected to attend all team gatherings whether in state or out of state set by the coach.

MVP Academy has some teams that travel regularly to play in tournaments, has some teams were travel is limited to a few events per season, and some teams were there is no travel other than local travel to and from our own area. MVP Academy prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, and all as described in the USA Volleyball safe sport handbook. MVP Academy has established policies to guide our travel, minimize one on one interactions, and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the players as experience while keeping travel a fun and enjoyable experience. All athletes travel with their parents to all local and travel tournaments unless other arrangements have been made by their parents and discussed with their coach.

We distinguish between local travel as training, practice, and local tournaments to the area (“Local travel”) and team travel as involving an overnight stay (“Team Travel”).

Local Travel

Local travel occurs when MVP Academy does not coordinate or arrange for travel. Players and/or their parents/guardians are responsible for making all arrangements for local travel. The team and its coaches, managers, or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including but not limited to a valid driver’s license, automobile liability insurance, a vehicle and safe working order, and compliance with applicable state laws. The employees, coaches and/or volunteers of MVP Academy or one of his teams, who are not also acting as a parent, should not drive alone with an unrelated minor player.

Team Travel

Team travel is overnight travel that occurs when MVP Academy or one of his teams or designees’ sponsors, coordinates or arranges for travel so that our team can compete locally, regionally, or nationally. Because of the greater distances, coaches, staff, volunteers, and chaperones will often travel with the players.

- MVP Academy will provide reasonable advanced notice before team travel which will include designated team hotels. For “stay and play tournaments”, the designated team hotel is non-negotiable.
- All families are responsible for their own travel. This includes booking and payment for all flights, hotels, transportation, and food. Players will travel in room with their parents, or arrangements made by their parents at all tournaments, and the designated team hotel unless otherwise approved by Corey Marks.



- When traveling, coaching staff and directors are only responsible for team meetings and competitions. Parents are responsible for their children at all times. Coaches will provide curfews for safety if needed, but parents and players will be responsible for individual behavior that deviates from the prescribed curfew.
- Players are to talk with the team parent, who will act as a liaison, should the player require any special allowances while traveling.
- Athletes should arrive no later than 8 PM the night before the tournament begins. No flight should be booked before 6 PM on the final day of the tournament.
- MVP Academy athletes are not permitted to host anyone who is not a member of MVP in their hotel room or enter the hotel room of a non-MVP member. Only mothers of a player may meet with her own son in private. No other mixed gender private meetings are permitted while traveling.
- At no time is an MVP Academy athlete permitted to leave the hotel, playing facility, or team event without the permission of their coach, parent, or chaperone.
- The possession or use of alcohol, tobacco products, vapes, JUULs, or any controlled or illegal substance in any form by any athlete is prohibited.
- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor player (unless the coach is the parent, guardian, or sibling of the player).

Again, when competing in tournaments, traveling on trips, and attending other club related functions, you are representing both yourself and MVP Academy. Athlete behavior must positively reflect the highest standards of our club.

Financial/Refund Policies

Upon accepting a spot on an MVP Academy team, the parent/guardian assumes responsibility for the full club tuition due by the athlete. Your first payment to secure a spot on one of our teams is due five days after our tryout and is the only way to guarantee that his spot will be held for your son on that team. This deposit is nonrefundable under all circumstances, regardless of whether your son plays the entire season or dismissed due to a violation of club policies. A refund will, however, be given for medical reasons only at the discretion of the club Director, Corey Marks. If a refund for medical reasons is necessary, a request must be submitted in writing with proper documentation including the date of the incident or injury, doctor notes including type and length of disability, and the duration of club participation. I'll just use that include complete documentation will be considered.

The club tuition can be paid in full at the time your deposit is due, or you can elect to follow a payment schedule, starting with the initial deposit five days after tryouts. Failure to comply with payments can result in not being allowed to participate in practice or tournaments until the account has been paid in full or arrangements have been made with Corey Marks. Nonpayment could also potentially result in removal from the team. Past due payments will be referred to a collection agency and the parent/guardian will be responsible to pay all collection fees. If a player quits, you are still responsible for the full club tuition and will continue to be billed. A refund of any amount is at the sole discretion of the club if a player does not complete the season. Otherwise, there are no refunds once payment is given.

The cost for membership of an MVP Academy team varies depending on the age and level of the team. Your club payment includes, but is not limited to, tournament entry fees, uniforms in gear, administrative fees, coaches' salaries, coaches travel, facility fees, practice time, and training equipment.

If any athlete damages equipment owned by MVP Academy or any facility used by our club during practices, tournaments, or any other sanctioned event, it is the responsibility of the athlete to reimburse the appropriate entity for the damages before continuing in our club.



Expectations of Players:

And MVP Academy athlete always works hard, takes pride in sportsmanship, and values the team experience. You represent yourself, your family, and MVP Academy always. We are a club that will be known for a good sportsmanship, discipline, integrity, and a team first mindset by all members. Our athletes always support their teammates and maintain the same positive attitude, whether on the court or on the sidelines. Players arguing or talking back to officials, coaches, parents, or teammates is never appropriate and not tolerated. Our athletes lead by example in all things. All athletes should respect and adhere to the rules of the club, AAU, the assigned region, and USA Volleyball. Each coach may also produce a set of team rules, and which all players of that team should respect and adhere to.

Player should be on time to all team events and in the right mindset ready to work hard, given full effort, use positive body language, pay attention to instruction, and support and cooperate with teammates and coaches. Player should consistently want to improve. If a player does not have the right mindset for a given event, it is a discretion of the coach to remove that player from the environment at that time. This usually applies to a lack of focus, not listening, or following instruction and practice in which the player is asked to leave the gym for the remainder of that session. Player should communicate directly with coaches to further their development.

Conduct unbecoming of an athlete, determined by the MVP staff, will not be tolerated at in MVP Academy function. This includes, but is not limited to, not being a team player, getting into arguments or fights with teammates, and the use of profanity or rude gestures towards teammates, other athletes, parents, coaches, officials, or opponents. The possession or use of alcohol, tobacco products, vapes, JUULs, or any controlled or illegal substance in any form by any athlete is prohibited. Player should refrain from any unsportsmanlike conduct that could embarrass or reflect negatively on the club, team, or coach. Players disobeying club rules, AAU rules, USAV rules, repetitively complaining, talking negatively, not adhering to the MVP core values, and/or acting in a manner deemed inappropriate by MVP staff, may lead to consequences from the MVP staff and potential expulsion from MVP Academy.

Keep in mind, being a member of MVP Academy is a choice that you made. Your mindset and attitudes are a key part of having a successful season.

Academics

MVP Academy strives to be a club of scholar athletes, with individuals who do their best in the classroom and maintain good grades. You are all student athletes. There are many times throughout the season where you may have to miss school due to travel or competition. It is your responsibility to communicate with your teachers on your absences and make up work in advance. If you plan on participating in high school volleyball. You must maintain over a 2.0 unweighted GPA.

Multi-Sport Athletes

If you are participating in multiple sports during the club volleyball season, it is your responsibility to communicate with your coach early and often about any conflicts that may arise. It is important to also be aware of the physical demand required of multi-sport participation-each athlete needs to be aware of his own limitations to stay safe and healthy.



Expectations of Parents:

It is essential that our parents serve as a support system for our club, players, and coaches. You represent our club just as much as your sons do and as a club, we are always respectful of our teammates, our opponents, officials, and the venue that we are in. We ask that you remain positive and focus on encouraging your son, his team, and coaches.

Parents should not engage in coaching from the sideline and should never criticize your son, other players within the club, opponents, other parents, coaches, or officials. Parents should never engage in any behavior that tries to influence the make up or operation of the team at any time. Parent should never come onto the court for any reason during a practice or tournament. The most important role for you as a parent is to support your son and provide a positive environment that allows learning and growth. Parents should be your son and the team's biggest fan after a win or a loss and recognize effort rather than a result.

Please refrain from any unsportsmanlike conduct that could embarrass or reflect negatively on the club, Team, Coach, or your son. Parents disobeying club rules, AAU rules, USAV rules, repetitively complaining to athlete(s) or a third party, and/or acting in a manner deemed inappropriate by MVP staff, may lead to expulsion from MVP Academy.

If a parent has an issue that they feel needs to be addressed, they must follow the MVP Academy grievance policy stated in this handbook and must adhere to the 24-hour rule. At no time should a parent approach a coach during a practice, game, or tournaments, including the club, Director.

Parent Roles

We highly encourage and are greatly appreciated of parent involvement. To work together, we ask that a parent of a player on each team to take a few tasks for their sons' team. Depending on the team level in the age group, not all these positions may be necessary, but we would like each team to have the following representatives:

- **Team Parent/Chaperone:** a team representative that helps relay information from the coach or club to the team when needed, also making sure the coach has what is needed from the teams as parents, this individual will need to get an AAU and USAV membership, this individual, however, is not a coach and is not permitted on the court or bench at any time.
- **Video Parent:** film all matches for the team and upload where the team and coach can access for game breakdown, scouting, and recruiting.
- **Travel Parent:** remind and gather any information necessary for team travel, assisted Coach with travel arrangements when traveling, the travel parent will also be the one to deal with our club travel representative regarding team lodging.



Expectations of Coaches:

MVP Academy coaches are here to help build the skills and confidence of players. Team chemistry, dynamics, and overall season progress are to be constantly monitored by the coaches. All coaches should respect and adhere to the rules of the club as stated in this handbook, their coaching contract, AAU, the assigned region, and USA Volleyball. All coaches must have a current USAV and AAU Membership and be IMPACT and safe sport certified. Coaches always represent MVP Academy and should behave in a manner that reflect positively on our club.

Coaches are to attend all practices and arrive at least 15 minutes early. Coaches are run effective and challenging practices. Coaches are to attend all tournaments. At tournaments, coaches must arrive early, attend coaches' meetings or check-ins as needed, and notify your team of player's schedule. Coaches should be wearing MVP Academy apparel at all practices and while competing at tournaments. Coaches should be prepared for all events with a plan to lead their team to success, measured by effort and improvement, not necessarily result. Coaches will give players consistent feedback regarding their skill development throughout the season. Directors will give coaches consistent feedback regarding their performance throughout the season.

If a conflict arises in which a coach must be absent, the coach to notify the club director and decide for another MVP Academy coach to cover the event. If the head coach is absent, it is the responsibility of the assistant coach to assume the head coaches' responsibilities or designated coach directed by the club Director. Under no circumstances as a coach permitted to cancel or change a team event without approval from the club director. We highly encourage our coaches supporting all teams and athletes across the club.

Profanity, harassment, verbal or physical abuse, inappropriate jokes or comments, sharing and appropriate personal information, or any other action or conversation that would reflect negatively on the club is prohibited.

Coaches should refrain from any unsportsmanlike conduct that could embarrass or reflect negatively on the club, team, athletes, or parents. Coaches not adhering to club rules, AAU rules, USAV rules, and/or acting in a manner deemed inappropriate by MVP staff could result in disciplinary action from MVP Academy up to potential immediate termination of the coach.

Facility Rules:

As a guest in any of our facilities, the club expects each member to respect the facility, equipment, and staff. Please make sure to help keep the facilities clean, equipment tidy, and adhere to all the rules for each location. MVP Academy members always leave the area they were in better than they found it.

Ballhandling should only be done on court areas. Only water and sports strings are permitted in the gym and on the courts. No athletes or parents should be in any area of any of our facilities not being used for volleyball. Parents should not be on the courts during practice – if it is a close practice, they should remain in their car out of sight and if it is an open practice, then they must remain along the outer walls of the facility or in the bleachers.

Please make sure at all facilities, you park in the appropriate designated area. If you park illegally at any of our facilities, it is likely that you will get towed. We are not responsible for lost or stolen items.



USA VOLLEYBALL

MINOR ATHLETE ABUSE PREVENTION POLICIES

(MAAPP)

PART III

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

ONE-ON-ONE INTERACTIONS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following one-on-one policy.

Mandatory Components

1. Observable and Interruptible
 - a. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.
 - b. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In- Program Contact not specifically addressed in other policies:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or
 - iv. In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Volleyball, the Region or Club receives parent/ guardian consent.

MEETINGS AND TRAINING SESSIONS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Meetings and Training Sessions Policy

Mandatory Components

1. Observable and Interruptible



Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.

2. Individual Training Sessions

- a. One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs an Adult Participant Personal Care Assistant, and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- b. The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and
- c. Parents/guardians must be allowed to observe the individual training session.
3. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers³)

If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA Volleyball's jurisdiction, the meeting must be observable and interruptible except:

- a. If the door remains unlocked; and
- b. Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and

³ Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages, and Rubdowns" policy.

- c. USA Volleyball, the Region or Club is notified that the provider will be meeting with a Minor Athlete; and
- d. The provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

USA Volleyball Recommended Requirements

Monitoring

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USA Volleyball's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

Parent Training



Parents/guardians receive the U.S. Center for SafeSport’s education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Athletic Training Modalities, Messages, and Rubdown policy.

Mandatory Components

1. Athletic training modality, massage, or rubdown

All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- f. The provider must narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USAV, RVAs or Clubs, when applicable, must obtain consent at least annually from Minor Athletes’ parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. When possible, techniques should be used to reduce physical touch of the Minor Athlete.
- c. Only licensed providers can administer a massage, rubdown or athletic training modality.
- d. Coaches, regardless of whether they are licensed massage therapists, cannot massage Minor Athletes
- e. Minor Athletes or their parents/guardians can withdraw consent at any time.

Recommended components

3. Parent Training

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.



LOCKER ROOMS AND CHANGING AREAS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Locker Rooms and Changing Areas policy.

Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Volleyball and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

USA Volleyball may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

- i. Parent/legal guardian consent has been obtained; and
- ii. USA Volleyball, the Region or Club approves the specific instance of recording or photography; and
- iii. Two or more Adult Participants are present; and
- iv. Everyone is fully clothed.

4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor.



Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(a)(iii) above.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces
 - a. USA Volleyball, the Region or Club must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.
 - b. USA Volleyball the Region or Club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.

ELECTRONIC COMMUNICATIONS⁴

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Electronic Communications policy.

Mandatory Components

1. Open and Transparent
 - a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
 - b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
 - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
 - c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.



⁴ Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

4. Requests to discontinue.

Parents/guardians may request in writing that USA Volleyball or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Volleyball and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

5. Hours

Electronic communications must be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

6. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes.

TRANSPORTATION

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Transportation policy

Mandatory Components

1. Transportation

- a. An Adult Participant cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - i. A Dual Relationship exists; or
 - ii. The Close-in-Age Exception applies; or
 - iii. A Minor Athlete needs a Personal Care Assistant and:
 - (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or
 - iv. The Adult Participant has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- c. An Adult Participant meets the In-Program transportation requirements if the Adult Participant is accompanied by another Adult Participant or at least two minors.
- d. Written consent from a Minor Athlete's parent/guardian is required for all transportation sanctioned by USA Volleyball, the Region, or Club at least annually.

2. Shared or Carpool Travel Arrangement

USA Volleyball mandates parents/guardians to pick up their Minor Athlete first and



drop off their Minor Athlete last in any shared or carpool travel arrangement.

LODGING

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Lodging policy.

Mandatory Components

1. Hotel Rooms and Other Sleeping Arrangements
 - a. All In-Program Contact at a hotel or lodging site between an Adult Participant and a Minor Athlete must be observable and interruptible, and an Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), except if:
 - i. A Dual Relationship Exists, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement.
 - ii. The Close-in-Age Exception applies, and the Minor Athlete's parent/guardian has provided USA Volleyball, the Region or Club with advance, written consent for the lodging arrangement; or
 - iii. The Minor Athlete needs a Personal Care Assistant, and:
 - (1) The Minor Athlete's parent/guardian has provided advance, written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete and for the lodging arrangement.
 - (2) The Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - (3) The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
 - b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

2. Monitoring or Room Checks During In-Program Travel

If USA Volleyball, the Region or Club performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.

3. Additional Requirements for Lodging Authorized or Funded by USA Volleyball, RVAs or Clubs.
 - a. Adult Participants traveling with USA Volleyball, the Region or Club must agree to and sign USA Volleyball, the Region or Club's lodging policy at least annually.
 - b. Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Center's Education & Training Policy.



ACKNOWLEDGMENT

CLUB RELEASE POLICY

Florida Only****

If an athlete/family decides to depart MVP Academy during the respective season, the following steps must take place:

Release Policy:

STEP 1 - The athlete/family in question must submit a written request for release to the Club Director, **Corey Marks** at mvp_academy@yahoo.com and to the Florida Region at registrar@FloridaVolleyball.org stating the reason for the request.

STEP 2 - Club will release the athlete immediately once the following item(s) have been completed:

1. Athlete returns all club gear provided to athlete this season if not paid for.
2. Member must remit all financial obligations agreed upon contractually at the beginning of the club season. Payment Option – **Member pays full cost of season.**

Transfer Policy: 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. Proof of residency must be provided by the family at the time of the release/transfer request. Once an athlete has participated in a **National Qualifier Event (Regional or NQ)** they may not be released for the rest of the season to another club. Please refer to the USA Volleyball (USAV) Championship Manual on releases for athletes that participate in regional or national qualifying/bid events.

Date: _____ Signature of Parent/Guardian: _____

Date: _____ Signature of Athlete: _____



ACKNOWLEDGMENT

MVP ACADEMY HANDBOOK

2023-2024

Name of Athlete: _____

I hereby acknowledge that I have been made aware that MVP Academy has a Club Handbook and that a copy of the Handbook, in electronic and/or paper form, has been made available to me for review. I hereby acknowledge that I understand that it is my responsibility to read the Handbook and familiarize myself with the policies contained therein. I agree to comply with all the policies and procedures applicable to my position. Questions about the Handbook may be directed to my Club Director as appropriate.

I further understand that this Club Handbook is not a contract and that changes may occur to the Handbook. I agree to comply with the policies contained in the Handbook as well as any updates or changes to the policies and procedures contained in the Handbook. By signing below, I agree to pay in full the amount of the entire season from September until July of the fiscal year and I understand that there are no refunds given even if I leave the club for any reason.

Date: _____ Signature of Parent/Guardian: _____

Date: _____ Signature of Athlete: _____

