



HANDBOOK

Welcome Friends & Family,

We would like to begin by thanking all of you for choosing our academy, now your academy. We are a team; staff, coaches, and friends working together for your child's future. We are an Orlando academy working for the players. Our program is a high-quality program designed to develop all athletes to the highest level. We believe in the family and now you are part of it.

Nona Volleyball Academy is committed to serving the community and will rise to the challenge of working hard for the benefit of the athletes, not the benefit of the business. No individual in this program should be looking out for his/her best interest but must look out for the best interest of the team.

Let's work hard to have the best season of working together. We are here for you and if you want, you are always welcome to help. We are blessed to have you this season.
Sincerely,

Clirvaens Pressoir
Director

Lina Vanessa Rico
Director

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TABLE OF CONTENTS

Mission.....	3
Goals:.....	3
Commitment to the NVA Program.....	4
1. Commit Fully -	4
2. ALL TEAM, ALL THE TIME -	5
3. Parental Support -	5
Dues and Fees.....	6
Financial Agreement.....	7
Team Levels, Expectation and Selection.....	8
The Premier Program:.....	8
The Elite Program:.....	8
The Junior Elite Program:.....	9
The Future Elite Program:.....	9
Team Selection:.....	9
Discipline and Respect:.....	10
Attendance Policies:.....	10
Tournament General Policies:.....	12
Tournament Playing Time Guidelines:.....	14
• Playing time is not guaranteed.....	15
Travel Policies and Rules:.....	16
Flights:.....	17
Parent's Code of Ethics.....	18
I WILL NOT:.....	19
Athlete's Code of Conduct.....	19
Photo Release Form.....	20
Dispute/Grievance Procedure.....	20
1. 24-hour rule:.....	20
Club Release Policy.....	22
MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAP).....	23

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2 Nona Volleyball Academy
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Required Policies:.....	23
REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS.....	23
MEETINGS AND TRAINING SESSIONS.....	25
A. Mandatory Components.....	25
B. USA Volleyball Recommended Requirements.....	26
ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS.....	27
LOCKER ROOMS AND CHANGING AREAS.....	28
ELECTRONIC COMMUNICATIONS4.....	30
TRANSPORTATION.....	32
LODGING.....	33
RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE.....	34
TERMINOLOGY.....	35

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3 Nona Volleyball Academy
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Teaching Life Lessons Through Volleyball

Welcome to Nona Volleyball Academy. As an organization, we vow to make decisions based on what is in the best interest of the student-athlete. This Academy is committed to providing an honest and healthy environment for players of all ages and skill levels. We feel the sport of volleyball offers many opportunities to teach lessons that will help the players not only to be successful on the court but also to be successful in life.

Mission

At Nona Volleyball Academy, we strive to provide the best available resources for players of all ages and skill levels to reach their fullest potential as student-athletes. Through our Academy's club programs, camps, clinics, leagues, and private lessons, we hope to further our athletes' potential for achieving success at a higher level. It is our job to provide opportunities through volleyball for our athletes to develop and strengthen their values, character, and discipline, not only in the sport of volleyball but throughout life.

Goals:

1– Focus on key character traits that we feel will help the athletes in all aspects of their lives. Some of these character traits are Responsibility, Dedication, Intensity, Teamwork, Leadership, Discipline, Sportsmanship, Respect, and Perseverance. We feel these traits are all keys to success. We want to empower every athlete to be better: students, players, and people.

2– Provide the best possible volleyball experience for our student-athletes. We will make every effort to develop their skills as volleyball player to the best of their ability and to help develop

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their integrity as young adults. The lessons learned from participating in a youth sports program can, and should, last a lifetime.

3– Train ALL of our athletes using specific training techniques. We want our players to go from one level to the next with a solid base that is built upon each year. One complaint we have heard from parents is that each year their children are taught the same skill in a different way by their new coach. We want consistency across the board on training. We want all of our coaches to be teaching the basic fundamentals of the game in exactly the same way. If you observe different teams working on their services, we want you to see them all doing it the exact same way. By having set standards on training, we feel the athletes will be able to advance to the next level most efficiently. We have standards in place that will determine the skills (and the level of each skill) that will be taught in each age group (similar to the Sunshine State Standards in education, we want to make sure that all of the benchmarks are met). As the athlete moves from the intermediate to elite level, there will be some changes made in a technique according to what the player is physically capable of doing. These adjustments will be made across the board as well.

4– Encourage student-athletes to be involved in the community. We feel it will be a good team

building experience as well as a way for the girls to understand some of the needs of the community and how they can help meet those needs. We feel giving back to the community is very important and we are hoping that the experience will be a positive one that the girls will take

with them into their adult lives.

Commitment to the NVA Program

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5 Nona Volleyball Academy
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1. Commit Fully -

We are looking for athletes who are willing to commit fully to our program. Before the athletes decide to tryout for NVA, they must decide if they are willing to make the commitment. We expect all of our team members to attend every practice and every tournament. We feel strongly that our players must be student-athletes, and we believe that learning strong time management skills is one of the great benefits of athletic training. Education certainly comes first, however, you will know your practice schedule in advance, and therefore, we expect the players to plan their study and homework time around their practice schedule. The only excused absence from practice or tournaments would be an illness or a mandatory school event. Your tournament schedule for the year is given to you at the beginning of the season, and your teammates expect you to plan any other extracurricular activities around this competition schedule. Because we value the education of our student-athletes, in the event of an away tournament, we will have a study hall where everyone will be required to do homework. If a player does not have any homework, they will be asked to bring a book to read.

2. ALL TEAM, ALL THE TIME -

Volleyball is a TEAM sport and like any team effort, the success of the team, as a whole, depends on the individual members coming together and giving their best effort. We feel that lessons learned from making a commitment, being part of a team, and making some sacrifices in a program like ours can be carried over into other aspects of our athletes' lives.

We want our players to understand what the words TEAM and TEAMMATE really stand for-- a group of people who share a common goal together and understand and agree, to make the sacrifices necessary to make that goal become a reality. As part of a TEAM, you must put individual needs aside for the good of the team, or the team is destined to fail. Individual glory is nothing compared to team success. We want the players to know that we are "ALL TEAM, ALL THE TIME". Being a part of a team within a larger organization and making sacrifices and commitments to help that team achieve success is possibly the greatest lesson to be learned from athletics.

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6 Nona Volleyball Academy
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3. Parental Support -

Most important is that our parents and families support their athletes by providing a positive environment that is conducive to growth. We expect our parents to be their child's TEAM's biggest fan when they win and especially when they lose. In the spirit of working together as a team, we are going to need parent volunteers to assist us throughout the year. As much as we would like to, we cannot do everything, and still do everything well! We have a vision of tremendous success ahead of us, but we will need several helping hands along the way to make that happen. Parents will sign up to volunteer using our programs on our website or phones. Once the teams are selected, we will be choosing a parent from each team to assist as a team chaperone who will work hand in hand with the coach. This person will assist the coaches during our travel and assign duties to other parents to make sure the team has all of its needs met. We prefer this person to be a parent that attends most practices and tournaments as we will also use him or her to pass the information on to the other families on your team. The team Chaperone will also need to get an AAU and a USAV membership. In return, they will be able to enter with the team at no cost to MOST major tournaments. We welcome and appreciate any support you can give us to make this the best year possible for our players, families, and coaches. We hope that you will find Nona Volleyball Academy to be an excellent program, worthy of your support for the coming season. Keep in mind that once you commit to a USAV organization, and/or AAU, you are committed by USA Volleyball to that organization and you cannot change clubs during the season.

Dues and Fees

Upon accepting a team assignment, I understand that I am responsible for all fees due by the player. Nona Volleyball Academy cannot hold a place on a team without the deposit. Your dues/fees include, but are not limited to:

- Excellent training and coaching

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7 Nona Volleyball Academy
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- Tournament entry fees
- Administrative fees and office expenses
- Coaches salaries
- Coaches travel and lodging expenses
- Facility rental
- Conditioning for some teams

NOTE: Uniforms are not included and it is your responsibility to buy them before the first practice in November..

Financial Agreement

Upon accepting this agreement, I understand that I am responsible for all fees due by the player. I understand I am responsible for this fee once I sign and accept the club commitment.

Fees may be paid in full or in a payment schedule. There are no refunds for the deposit, and payment is expected the first week of November unless you have submitted a signed and executed payment plan agreement. Failure to do so will result in removal from the team. Academy fees are due by the provided schedule when the athlete and/or parent accept a position on a team or have signed the Parent/Player Agreement Form. The payment due date is the first day of the month. Past due payments (5 days or more) will be referred to a collection agency, and parents will pay all collection fees. If on a payment plan contract, NVA is entitled to receive the entire contract balance at the specified due date. Fees paid to Nona Volleyball Academy are non-refundable except for a season-ending injury/illness or relocation away from Central Florida. In this instance, refunds may be granted with a written request to the Nona Volleyball Academy Directors accompanied by a physician's report where applicable.

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Club deposit is due at the time of Team Placement during the day of tryouts. The Club deposit or Team Placement fees are non-refundable under any circumstances with no exceptions, regardless of whether your child plays the entire season, decides to leave NVA, is dismissed due to conduct violations or has any other reason to attempt to claim a refund.

Refunds given on dues will be prorated except for money already spent (tournament entry fees, uniforms, etc.). **NO REFUNDS** will be granted after March 1st of the current season.

EVERYONE must have a credit card on file (enroll to recurring payment) for payments unless tuition is paid in full when you accept a position in a team.

Team Levels, Expectation and Selection

In order to meet the needs of the community, we will be offering several levels of instruction within our organization. We will offer teams that compete at the local, state, and national level for the club season, as well as camps, clinics, and leagues throughout the year. We feel this structure enables us to offer all levels of volleyball to the athletes in our community. Although a strong focus of our program will be to offer the training required to play at the college level, we want to share our love of the game with all interested players from the beginner to the advanced athlete. We will provide every player the opportunity to reach his or her personal goals involving the sport of volleyball whether it is to play at a collegiate level, improve as a high school player, or achieve a higher level of physical fitness

The **Premier** Program:

This program is for the athlete who has a strong desire to play volleyball in college. The athlete must be fully committed to making volleyball a number one priority over any other activities. The

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9 Nona Volleyball Academy
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members of our premier teams will travel out of state to National Qualifiers where they will compete against the top teams in the country. The players on our premier teams must have the desire, athleticism, and skill level required to compete with the strongest college prospects.

The Elite Program:

This program is for the athlete who has a strong desire to play volleyball in college. The athlete must be fully committed to making volleyball a number one priority over other activities. The members of our elite teams will travel in state National Qualifiers where they will compete against the top teams in the country. The players on our elite teams must have the desire, athleticism, and skill level required to compete with the strong college prospects.

The Junior Elite Program:

This program is designed for the player who may also have an interest in playing volleyball in college. The athlete must be willing to make the sacrifices necessary for her/his progress and that of the team. While not quite as intense as the Elite Program, these teams are still very competitive. The members of our travel teams will compete in at least one National Qualifier. This athlete may be looking to play in smaller colleges whose scholarship requirements are less stringent.

The Future Elite Program:

We offer these programs for the young athletes who want to learn the basic fundamentals of volleyball.

These athletes may have interest in playing on their middle school or high school team and may have some interest in playing in college. These teams are ideal for multi-sport athletes whose involvement in other sports makes it difficult to commit to a travel schedule. The regional program will be offered for beginner to intermediate volleyball players. Practice will be two nights

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10 Nona Volleyball Academy
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a week. Athletes will receive training in the fundamentals of the game with a strong focus on game situations.

Team Selection:

Teams are selected by a committee of coaches. The participants will be grouped into their proper age divisions. During the tryouts, the participants will be given instruction on technique and skills. In addition to evaluating their skill levels, we will also be observing how they perform in-game situations. Some attributes the coaches look for are attitude, athletic ability, desire, leadership, strength, technique/skill, and game sense. Keep in mind that players are chosen for teams according to the positions they play. To move a player up an age division will only be considered by the Administration if it is considered to be in the best interest of the player, the Academy, and the team's success.

Rules & Policies

Discipline and Respect:

Our coaches and staff expect all athletes to treat ALL coaches, staff, parents, NVA players, tournament staff, opponents, referees, and all adults with exceptional courtesy and respect at all times.

We are asking that our coaches set a high standard for behavior at all times. When we enter a facility, we want to be recognized as a respectful and disciplined group. This is not to say we cannot have fun, but there is a time for fun and a time for discipline. As we travel throughout the country, we want people to remember Lake Nona Volleyball Academy as a unique group within the volleyball community.

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11 Nona Volleyball Academy
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Athletes that disobey either NVA rules, USAV rules and AAU rules, may be disciplined or expelled from our academy. Athletes found to be in possession of alcohol, tobacco, or illegal drugs at any practice facility, tournament facility, or NVA sanctioned event will be immediately expelled from the academy. If an athlete is expelled, there will be no refund of dues collected. We want the players, parents, and coaches to be proud of our organization and we think discipline and respect for others is a great way to achieve that goal.

Attendance Policies:

As stated in the Commitment section, practices are mandatory for all players. If you can attend school, you should attend practice. There are no exceptions for schoolwork or homework, as it is the athlete's responsibility to balance schoolwork with practice. If a player is injured, we feel he or she should still attend all practices. You may not be able to participate, but every practice gives you the opportunity to learn valuable lessons. Your team and coach will appreciate your support.

You must arrive at the practice facility at least 10 minutes prior to the start of your practice. This will allow you time to perform any pre-practice duties and warm-ups so you can walk onto the court at your scheduled time ready to go. It is disrespectful to your team and your coach to arrive late, so plan your travel time accordingly.

We REQUIRE that all players wear their practice shirts and solid black spandex to every practice in order to participate. It shows discipline and builds team unity and a consistent look within our academy.

The team will have a team consequence for not complying with the team uniform.

We do not allow gum chewing in our facilities. If a player has to miss a practice for any reason, he/she must notify the coach or assistant coach an hour or more prior to their practice time. It is the responsibility of the athlete or parent to notify the coach of any scheduled team event that the athlete will be missing with at least one week's notice for practices and two weeks' notice for tournaments. All absences from practices will be evaluated on a case-by-case basis.

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12 Nona Volleyball Academy
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When an athlete has seven (7) absences during the season, the Coach and Director will conduct a review to determine if that athlete should remain with the team and could be moved to a different team.

Missing more than one-half of a practice counts as an absence although flexibility will be extended to school dismissal time and school location as well as the location of your residence in relation to the practice site.

Attendance at practices and tournaments may affect playing time. Missing a part of any tournament counts as one (1) absence. Attendance at National Qualifiers and Regionals is mandatory. The Coach and Director will evaluate all-tournament absences on a case by case basis.

Transportation to practices and tournaments will be the responsibility of the parents.

Tournament General Policies:

We expect our players (and parents when applicable) to follow the guidelines set forth at all tournaments. Disobeying the rules will result in discipline and possible expulsion.

We want NVA to stand out from the crowd as being disciplined and respectful so they should focus on even the simplest things like standing at full attention without talking during the National Anthem, clearing the trash from both benches after a game, and taking refereeing extremely seriously.

The players are required to wear warm-up shirts with pants/shorts at all times, including their arrival at the venue and between matches. The requirement to wear warm-ups is to keep their muscles warm for the next match. NVA issued Travel Shirts will be required to use on travel days. All teams will wear Red for Future, White for Junior and Elite and Premier Black, uniforms

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13 Nona Volleyball Academy
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on one-day tournaments or on the first day of the tournament. The 2nd day is White jersey and the third day is Black. This will provide a consistent look with all the teams within Nona Volleyball Academy. All players on the court are required to wear matching uniforms (except the libero jersey). Be sure to take care of your uniform as we do not have replacements and they are difficult to replace in a timely manner. Loss of a uniform will most likely result in a player's inability to play in tournaments until it can be replaced. We want the players to know that the only way we want them to stand out from the other players on their team is through their individual performances, not through their personal style.

At local events, players should meet in the lobby of the facility, in full uniform, and walk in together.

At travel tournaments, players will meet in the lobby of the hotel or/and in the lobby of the facility, in full uniform, and walk in together as a group. Once inside the venue, the players will pick out a spot to line up their bags in a neat and orderly fashion. It looks good, sends a message of strong discipline, and will help keep backpacks from getting misplaced or lost.

Players are expected to be ON THE COURT one hour before their playing time (45 minutes if you work first). Your coach may require you to arrive earlier if we are traveling more than an hour away from our home base. You will be notified of wave/play assignments as soon as the information is available.

Quite often that is only a day or two before a tournament.

When assigned to referee a match, the entire team must stay until the match begins. The scorekeepers will be at the table, the line judges will meet with the Ref, and the rest of the team will need to stay together.

While at tournaments and other events, athletes are expected to stay together as a group and be prepared to play or perform officiating duties at a moment's notice. All athletes must attend a referee clinic at the beginning of the season so that each athlete will be trained to help referee the games. Unless you are in the final match of the tournament, you will be refereeing before you go home. **ALL players must remain with the team, even if they are not assigned duty during that match.** The entire team stays together until ALL play is complete and a team meeting is held. We arrive as a team, and we leave as a team...remember...ALL TEAM, ALL THE TIME!! No player should be allowed to leave a tournament early without an exceptional reason. We also expect that each team member will have her/his fair share of duties throughout the season.

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14 Nona Volleyball Academy
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After a match, win or lose, good or bad officiating, the captains and coaches must go over and shake hands with the Up Ref, it is a sign of good sportsmanship and respect for the officiating staff.

Teams will be asked to eat together as a group at all times. That includes breakfast and dinner at all travel tournaments and the lunch/snack between matches. When at restaurants, the team and coaches will sit together at one table or seating area. Parents are invited to team meals but will be asked to sit with other parents. It is important that the players do not break off into small groups or go off with their parents during this time.

If someone needs to leave the group, he/she must first notify the coach and explain the severity of the situation and the need to break the rule of staying together.

At away tournaments, (whenever an overnight stay is involved) all players will be required to attend a study hall. Players must bring schoolwork or something to read, or study, during this time. This is required since the student-athlete may be missing some school time and will not have time to study if we do not have a lot of time for them to study as a group.

We expect players to dress modestly and respectfully during non-playing times.

Conduct unbecoming an athlete will not be tolerated at any NVA event. This covers a wide variety of circumstances, for example, the use of profanity, rude gestures toward anyone, disrespect of anyone's property, etc.

During the competition, we expect the student-athlete to:

- Learn that both winning and losing are part of the game and learn to accept both gracefully.
 - Be modest in victory; gracious in defeat.
 - Not use illegal tactics in an attempt to win a game or match.
 - Have complete control of yourself at all times, whether on the court or the sidelines.
 - NOT use any profanity
 - Respect the decision of the officials.
 - Treat everyone with respect and dignity
 - Act according to the rules of the sport.
 - Strive for honesty and integrity in their statements and actions.
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- Understand that playing time at tournaments is NOT guaranteed. At tournaments please understand that the coaches are doing their best to distribute playing time but the main focus is

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15 Nona Volleyball Academy
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team success.

- Be responsible and take care of the team and personal equipment.
 - Show up on time.
 - Attend mandatory study hall for travel tournaments that REQUIRE a hotel stay
 - Follow the chain of command.
 - Behave in a manner of making NVA proud
- Any diversion from the policies will result in disciplinary action from the coach and or the club.

Tournament Playing Time Guidelines:

This is probably the most difficult aspect of youth sports. The following guidelines are intended to allow families to read, acknowledge and appreciate the complexities of playing time and what development means at the premier, elite, junior elite, and future elite level. These guidelines are intended to assist families in making sure they recognize that playing time is not guaranteed and that talking to a coach about your child's playing time is **NOT** the best way to handle the situation. We want your experience with our academy to be positive. The best way to ensure that all parties are working toward the same goal--of players improving over time, of producing winning attitudes, of encouraging winning team dynamics, and allowing players to take responsibility for their own improvement is part of our academy's objective.

• **Playing time is not guaranteed.**

The fee structure provides a learning experience along with many other benefits (instruction at practice, uniforms, court time, etc.). At tournaments, please understand that we will do our best to distribute playing time. However, our main focus is team success, not individual player success. Playing time at National and Regional Qualifiers will most likely be geared toward the best line-up. Skill development is guaranteed through practices, however equal playing time during tournaments is not guaranteed.

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16 Nona Volleyball Academy
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- Being a member of our academy is intended to provide each player with opportunities to improve through structured practices. We believe that players must show every effort to improve and work through the challenges of improving. We believe improvement starts with the work ethic and attitude shown at practice.
- Winning is only one way we gauge our academy's success. Everyone wants to win, but we realize that winning is not the only way to be successful. We feel that if we do our job training the athletes and work with them to reach their full potential then we will be successful. We know that at the end of the season, they will not remember how many matches they have won or lost, but they will know if they improved as players and if they had a good experience.
- Playing time is Non-Negotiable with Coaches or Administrators. We have worked hard to secure only experienced coaches for our program. Everyone benefits from their coaching and playing experience even if they are not playing in a particular game or key situation. Parents are asked to NOT discuss playing time directly with a coach. The issue of coaches being confronted with playing time by parents is very complicated. We need a solid group of coaches to be successful. If coaches believe that parents are unwilling to allow them to make the decisions about player assignments on the court, we will risk the long-term availability of quality coaches which will not benefit anyone. We are asking you to trust the coaches' decisions and support your child, whatever their role on the team may be.
- If there is a problem, players are asked to make every effort to discuss playing time directly with the coach. Understanding what they can do to improve their performance and skills to give them more game time is a positive first step in achieving that goal. We believe this can be a very healthy experience for the player to get feedback from the coach. (As well as a learning experience for the player to discuss improvement opportunities). If there is a conflict that needs to be resolved, the steps will be as follows: **Player/Coach, if conflict still exists, Player/Coach/Director, the final step, Player/Director/Parent, Player/Coach/Director/Parent .**
- We are asking all parents and players to please understand these expectations. We want the experience this year to be positive for all of our families. We want to provide a quality environment for everyone and therefore we feel we need to clearly express our expectations regarding this very sensitive issue. We need your unconditional support regarding this matter.

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17 Nona Volleyball Academy
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We support our coaches in making appropriate line-up decisions based on their professional judgment with regards to roles on the team and playing time on the court. Coaches have the responsibility, and the right, to make line-up adjustments during the competition as they deem appropriate.

Travel Policies and Rules:

First and foremost...Please keep in mind that when the team participates in a tournament, whether in town or away, the player's time and attention belongs to the coach. From the time the player arrives at the tournament location, until the player is dismissed from the tournament by the coach to return home, they are under the direction of the coach. As hard as it is for parents to let someone else take control, the coach will be making decisions based on what is best for the TEAM, not the individual player. The coach will set the curfew, the coach will excuse the players from the gym, the coach will set meeting, study hall, and gathering times for the team, the coach may want the team to watch videos or training films, the coach will make sure the entire team spends mealtime together. NVA issued Travel Shirts will be required to use on travel days.

Transportation to practices and tournaments will be the responsibility of the parents.

Hotels:

NVA travels to tournaments that have a **"Stay and Play"** Policy which requires ALL players on the team roster to stay at the hotel designated by the event. Players **MUST** stay at this hotel and be listed on the hotel room listing or they will be disqualified from playing in the tournament. These hotels have a firm cut off point to secure your room and it is the responsibility of the athlete's parents to make the reservations before the deadline. Athletes on teams ages 14 and under are required to stay with their parents (or designated chaperone) when we travel. All hotel expenses are in addition to the club fees.

Players should arrive by 8:00 pm the night before the tournament and check in with their coach. Players not in their room at curfew will lose playing time the following day (at the very least); more severe punishment is at the discretion of the coach and/or staff. Athletes are to be in their rooms at curfew.

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18 Nona Volleyball Academy
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They will turn on their phones at that time and "Lights Out" means lights, TVs, computers, etc. are all to be off at this time. This is to allow the athlete adequate sleep so they will be able to perform to the best of their ability.

- While in hotels, we expect the athletes to respect the property and privacy of others in the hotel. Loud or rowdy behavior will not be tolerated.
- Under no circumstances will athletes be allowed to entertain guests (non-teammates) in their hotel rooms. Violation of this rule will result in immediate expulsion from our program. This includes anyone but parents and/or siblings (no opposite gender sibling should be in the rooms if a non-sibling teammate is staying in the room). Visitors should be restricted to the hotel lobby. Under no circumstances will athletes enter another guest's room within the hotel that is not an NVA parent, player, or coach.
- Doors to team rooms should NEVER be left propped open with the night latch for re-entry.
- During non-playing periods, athletes are expected to let the coach or team chaperone know of their whereabouts. At no time will an athlete be allowed to leave hotel property without the permission of their coach or chaperone.

Flights:

Athletes should travel with their parents or designated chaperone to the tournament location. Since the whole purpose of the trip is to compete with the best volleyball players in the nation, we feel that the athletes are expected to arrive the previous evening before 8 pm in order to get a good night's sleep prior to their first day of competition. This will also help with team building, as time spent together off the court contributes to a tight team on the court. When the team travels, they should all dress alike with NVA attire a requirement. We are at the mercy of the airlines on flight times, but we will try to schedule flights as late in the day as possible without having a LATE arrival time at our destination. This will reduce the time the players will miss school and make it easier for parents to join us. The cost of flights is in addition to the club dues. Players will need to bring additional money to cover their food expenses when we travel.

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19 Nona Volleyball Academy
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Parent's Code of Ethics

The Club require that parents attend a comprehensive orientation program and seminar, and we require that all parents of participating players sign a Parent's Code of Ethics form to pledge their cooperation as follows:

I will be my child's TEAM's biggest fan when they win but especially when they lose.

I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or youth sports event.

I will place the emotional and physical well being of my child ahead of a personal desire to win.

I will insist that my child play in a safe and healthy environment.

I will support coaches and officials working with my child, in order to encourage a positive and enjoyable experience for all.

I will demand a sports environment for my child that is free of drugs, tobacco, and alcohol and will refrain from their use at all youth sports events.

I will remember that the game is for youth - not for adults.

I will ask my child to treat other players, coaches, fans, and officials with respect, regardless of race, sex, creed, or ability.

I will promise to help my child enjoy the youth sports experience by doing whatever I can do, such as being a respectful fan or providing transportation.

I will require that my child's coach be trained in the responsibilities of being a youth sports coach and that the coach upholds the Coaches' Code of Ethics.

I WILL NOT:

1. I WILL NOT harass or intimidate the officials.
2. I WILL NOT coach my child from the bleachers and/or sidelines all events including practices and scrimmages.
3. I WILL NOT criticize my child's coach or his/her teammates.

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20 Nona Volleyball Academy
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4. I WILL NOT bring and/or carry any firearms at any event

Athlete's Code of Conduct

Athletes are expected to treat ALL coaches, staff, parents, NVA players, tournament staff, opponents, referees, and all adults with exceptional courtesy and respect at all times.

- Athletes are expected to be committed to the program.
- Players are responsible for notifying coaches of an absence.
- Academics and study should be a priority before sports.
- Players will notify the coach of any tournament conflict at least one month prior to the event.
- No player, parent, or coach shall make any disparaging remark about, or gesture toward another player, team, coach, or official NVA Volleyball Academy has a no-tolerance policy for alcohol consumption, smoking, or drug abuse.
- No boys are allowed in girls hotel rooms and no girls are allowed in boys hotel rooms.
- Players must not leave their room after specified curfew time.
- Players and parents are responsible for leaving all gymnasiums clean.
- Players are responsible for leaving all hotel rooms clean. Any damage to a hotel room will be charged to all athletes assigned to that room on an equal basis; unless the athlete reports the party responsible for the damage prior to departure.

I have read and understand the above

Photo Release Form

I grant to Nona Volleyball Academy the right to take photographs of me and my family in connection with volleyball events, such as camps, practices, and tournaments. I authorize the Nona Volleyball Academy, its assigns and transferees to copyright, use and publish the same in

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21 Nona Volleyball Academy
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print and or electronically. I agree that Nona Volleyball Academy may use such photographs of me with or without my name and for any lawful purpose, including publicity, illustration, advertising, media releases and web content. I have read and understood the above:

Dispute/Grievance Procedure

Nona Volleyball 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. The below procedure is designed to help athletes and parents with questions, concerns, or problems that may occur during the course of 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 event** to discuss the issue with the head coach. We trust that parents will be timely in communicating with coaches regarding potential issues that would distract that coach from their primary objective of coaching the team.

2. Don't approach the coach immediately prior to the start of practice, the coach must focus on the athletes and the training required during practice.

3. The athlete must first ask for a meeting with the coach to discuss the issue at hand. In the case of players on 13's or younger teams, the parents may request the meeting, in which the athlete, parent, and coach must be present.

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22 Nona Volleyball Academy
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4. If the issue is 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 a location considered adequate for a private discussion agreed upon by both the parent and coach – NOT at a tournament and/or practice.

5. If the issue is unresolved, the parent may ask for a meeting with the club director, the head coach, and the athlete. The meeting should take place at a location considered adequate for private discussion, agreed upon by the parent, coach, and director and during a scheduled time away from practice or a tournament is appropriate. The decision of the club director at this point is FINAL.

It is essential that our parents serve as a support system for our club, players, and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.

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23 Nona Volleyball Academy
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Club Release Policy

If an athlete/family decides to depart Nona Volleyball 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, Clirvaens Pressoir, and Lina Vanessa Rico, Invbasports@gmail.com, and to the Florida Region at registrar@FloridaVolleyball.org stating the reason for the request.

Club may deny request for release of the athlete.

STEP 2 - If club approves release of the athlete:

1. All financial obligations agreed upon contractually must be paid in full before the athlete is approved to be released

2. Payment Option – Member pays the full cost of the season. Cashier's check or money order Nona Volleyball Academy evaluate case-by-case basis.

Transfer Policy: A player can represent only one club during the Season. A change in the 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.

Parent Name (Print)

Parent Signature

Date:

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24 Nona Volleyball Academy
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MINOR ATHLETE ABUSE PREVENTION POLICIES (MAAP)

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies to satisfy these requirements, USA Volleyball provides these policies to USAV member clubs. Clubs may choose to implement stricter standards.

Required Policies:

- a. One-on-one interactions**
- b. Meetings and training sessions**
- c. Athletic training modalities, massages, and rubdowns**
- d. Locker rooms and changing areas**
- e. Electronic communications**
- f. Transportation**
- g. Lodging**

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

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25 Nona Volleyball Academy
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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

A. Mandatory Components

1. Observable and Interruptible

a. All one-on-one In-Program Contact between an Adult Participant and a Minor athletes 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

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26 Nona Volleyball Academy
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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

A. 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

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27 Nona Volleyball Academy
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(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

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.

B. USA Volleyball Recommended Requirements

1. 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.

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28 Nona Volleyball Academy
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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.

2. 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.

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

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, Massages, and Rubdown policy

A. 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.

Clirvaens Pressoir
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29 Nona Volleyball Academy
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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.

B. Recommended components

1. 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

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30 Nona Volleyball Academy
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A. 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

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31 Nona Volleyball Academy
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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

A. 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:

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32 Nona Volleyball Academy
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- 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.

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

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. 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

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Director

33 Nona Volleyball Academy
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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

A. 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

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34 Nona Volleyball Academy
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- (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

A. 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:

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35 Nona Volleyball Academy
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- 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 InProgram 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.

PART IV

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36 Nona Volleyball Academy
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RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE

A. Out-of-Program Contact Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

B. Gifting

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or education purpose are permitted.

C. Photography/Video

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the Parent/Guardian and Minor Athlete's consent.

TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of USA Volleyball, RVAs or Clubs ;
- b. An employee or board member of USA Volleyball, RVAs or Clubs ;
- c. Within the governance or disciplinary jurisdiction of USA Volleyball, RVAs or Clubs ;
- d. Authorized, approved, or appointed by USA Volleyball, RVAs, or Clubs to have regular contact with or authority over Minor Athletes.⁵

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization for the sport in which the athlete competes.

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37 Nona Volleyball Academy
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Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also see the Power Imbalance definition in the SafeSport Code. NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: this exception only applies within the prevention policies and not regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

⁵ *This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition*

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport. Examples of In-Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB. LAOs of USA

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Lina Vanessa Rico
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38 Nona Volleyball Academy
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Volleyball include all 41 Regional Volleyball Association regions and all volleyball clubs that are a member of those regions.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

Partial or Full Jurisdiction: Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

National Governing Body (NGB): A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entity approved by the USOPC, when they have assumed responsibility for the management or governance of a sport included on the program of the Olympic, Paralympic, or Pan-American Games.

Adult Participant Personal Care Assistant: An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

Paralympic Sport Organization (PSO): an amateur sports organization recognized and certified as an NGB by the USOPC.

Regular Contact: Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition including specific volunteer designations.

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39 Nona Volleyball Academy
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U.S. Olympic & Paralympic Committee (USOPC): A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

APPENDIX I

CHART OF POSSIBLE ADULT PARTICIPANTS IN USAV:

Adult Participant	Regular Contact	Authority Over
USAV Staff/Interns	X	X
USAV Board Members		X
Region/Club Staff	X	X
Region/Club Board Members		X
Coaches	X	X
Officials	X	X
USAV Members 18 years or over on teams with Minors	X	
Chaperones	X	X
Club Administrators	X	X
Arbitrators	X	X
Medical Professionals	X	X
Athletic Trainers	X	X
Independent Contractors	X	

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USAV Members 18 and over who are only participating in Opens (i.e., not also a club coach, chaperone, or board member) with no minor players are not required to take training.

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1

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