

TRINITY VOLLEYBALL CLUB

*PARENT HANDBOOK FOR THE
2025-2026 CLUB SEASON*



TRINITY VOLLEYBALL PLAYER/PARENT HANDBOOK

TRINITY VOLLEYBALL MISSION

Our Mission is to create an environment that instills a lifelong love of the game of volleyball and empowers young women to become strong, independent, and successful individuals through the skills they have gained from being members of Trinity Volleyball Club: respect, teamwork, discipline, commitment, hard work, and positive self esteem.

We believe that by promoting a positive and supportive team culture, and by having fun, we can help our athletes reach their full potential on the court and beyond.

OWNERS/DIRECTORS

Alex Kampmann, alex@trinityvolleyball.com

Alison Kampmann, alison@trinityvolleyball.com

PRACTICE FACILITY

2300 Destiny Way, Suites #3 & #4
Odessa, FL, 33556

TRINITY CLUB TEAM LEVELS

FIRE TEAMS – Intermediate Level

FIRE teams will play 7 tournaments that are all local to the Tampa Bay area. Most of the tournaments will be 1-day and some 2-days. These teams will practice 2 days a week from November-March. Players from these teams will have the opportunity to tryout for AAU Nationals teams at the end of their regular season.

BLAZE TEAMS – Intermediate to Advanced Level

BLAZE teams will play 8 tournaments that are mostly local to the Tampa Bay area with some select in-state travel. These teams will practice 3 days a week from November to April. For strong-performing teams, there will be an expectation to extend the season for AAU Nationals.

INFERNO TEAMS – Advanced Level

INFERNO travel teams will be made up of advanced players with previous competitive volleyball experience. These teams can expect a significant amount of travel throughout Florida. All their tournaments will be 2- or 3-day events. These teams will practice 3 days a week from November to April. For strong-performing teams, there will be an expectation to extend the season for AAU Nationals.

PHOENIX TEAMS – Elite Level

PHOENIX travel teams are our highest-level teams made up of advanced players with several years of club volleyball experience. These teams will likely play in the Open Division and can expect a significant

amount of travel throughout Florida and the Southeastern US, including USAV National Qualifiers, and out-of-state events. All tournaments will be 2- or 3-day events. These teams will practice 3 days a week from November-April. For strong-performing teams, there will be an expectation to extend the season for Nationals.

Trinity Volleyball LLC Participation Agreement: 2025 - 2026 Club Season

THIS CONTRACTUAL AGREEMENT (the “agreement”) is made and entered into by and between TRINITY VOLLEYBALL LLC, (“Trinity Volleyball”) and the below Named (“Parent/Guardian”) and the below Named (“Player”). The Player as a participant in a Trinity Volleyball Season. Trinity Volleyball is a member of the Amateur Athletic Union (AAU) and a member of USA Volleyball. The agreement covers: Trinity Volleyball’s Mission, Player Commitments, Parent/Guardian Commitments, Communication Protocols, Team Coaches, Practice, Tournaments, Financial Commitments, Grievance Procedures, Club Commitment, Indemnities, Athletic Waiver and Photo Release Form.

Trinity Volleyball Mission

Our Mission is to create an environment that instills a lifelong love of the game of volleyball and empowers young women to become strong, independent, and successful individuals through the skills they have gained from being members of Trinity Volleyball including: respect, teamwork, discipline, commitment, hard work, and self esteem.

We believe that by promoting a positive, supportive, and competitive culture, we can help our athletes reach their full potential on the court and beyond.

COMPETITIVE VOLLEYBALL AT TRINITY VOLLEYBALL IS A MERIT-BASED ENTERPRISE

We believe that hard work, dedication, passion, a growth mindset, mental toughness, courage, teamwork, competitive drive, and a positive attitude are the key ingredients of a successful club volleyball season. Therefore, we require these qualities of both our Players and their Parents/Guardians.

Player Commitment

The Player agrees:

- To make the Trinity Volleyball Club Season a priority;
- To clear schedule of conflicting commitments;
- To attend all practices, tournaments, and team related functions;
- To bring a positive attitude at all practices, tournaments, and team related functions;
- To put the needs of the team ahead of their own;
- To commit to the physical conditioning they will experience at practice that is required to compete at the highest levels;
- To commit to a healthy diet, plenty of sleep, and an exercise routine;
- To represent Trinity Volleyball honorably both on and off the court and will conduct themselves appropriately at all practices, tournaments, and team related functions;
- To always be respectful of others including coaches, teammates, competitors, officials, and

- tournament patrons;
- To be up to date with USAV & AAU memberships and registrations;
- Not to display or engage in negative outbursts that could negatively affect themselves, their team, or other Players;
- To advocate for themselves with their team coach; to speak to their team coach directly as the first step to resolve issues involving their team and or their role on the team (see Grievance Procedures);
- To bring all uniform jerseys to all scheduled tournaments;
- Not to engage in conversations, verbally or electronically, that disparage any of their teammates or Parents/Guardians, other Trinity Volleyball Players, or players from other clubs;
- To have a growth mindset – this is a belief that our talents can be developed through hard work, good strategies, and input from others. We can always improve.
- To learn all referee responsibilities and be ready to perform those duties as assigned

Parent/Guardian Commitment

The Parent/Guardian agrees:

- To represent Trinity Volleyball honorably both on and off the court and will conduct themselves; appropriately at all practices and tournaments;
- Not to “coach” or engage with Players from the sidelines during practices or tournaments;
- That any cheering during tournaments will be kept positive and encouraging;
- Not to engage with team coaches during practice or tournament play;
- Not to step onto the court of play during practice or tournament play;
- Not to engage in any negative cheering against an opposing team;
- Not to engage with any tournament official at any time (can result in lost point, games, or sets);
- To encourage your Player(s) to have open lines of communication with the team coach and to work directly with the team coach to resolve issues;
- Never to approach “team benches” during tournaments for any reason;
- Provide Trinity Volleyball with current contact information including an active email address;
- To never discuss any player’s performance or behavior (other than your own child) unless that Parent/Guardian and the Player are present and or directly involved in the conversation. This includes all conversations (written, verbal and electronic) with other Parents, all conversations with the team coach, Trinity Volleyball Staff, and all conversations with Players.
- To download the **HEJA** app and conduct all team specific and direct coach communications through the **HEJA** app;
- **To follow the Grievance Procedures as outlined in this agreement for all grievances;**
- **To follow the Communication protocols as outlined in the agreement, including the 48-hour cooldown period after all tournaments;**
- To follow all other protocols and procedures as outlined in the agreement.

Communication Protocols

Parents/Guardians and Players shall download the communication app **HEJA**. All team specific communications will be made through HEJA and or email. Therefore, Parents/Guardian and Players shall closely monitor the team’s HEJA communications and email throughout the season.

Team Coaches

- Trinity Volleyball assigns a minimum of one Team Coach per team to hold practices and attend tournaments. Each coach will attend as many practices and tournaments as possible. Some teams may also have an assistant coach or assistant coaches.
- Circumstances and schedules may require that some teams hold joint practices when a coach is unable to attend.
- Trinity Volleyball may also have substitute or assistant coaches fill in for practices and tournaments when the head coach is unable to attend.
- It is possible that a coach cannot attend a tournament.
- It is possible there may be times that a practice needs to be canceled. Make-up practices will be conducted at the team coach's discretion.
- Trinity Volleyball at its sole discretion may change a team coach assignment if it is in our belief that a change is in the best interest of the team, the players and or Trinity Volleyball.

Practice

- Trinity Volleyball practices are open to Parents/Guardians to observe, however, Trinity Volleyball may close practices for any or all teams at any point during the season if we, at our sole discretion, determine it is in the best interest of the Players, and or the team, and or Trinity Volleyball.
- Observers shall never go onto the court of play.
- Observers shall never roll a ball back onto the court.
- Trinity Volleyball at its sole discretion may ask any observer to leave the gym at any time and for any reason.
- Trinity Volleyball believes strongly in physical conditioning and players should come to practice expecting to work hard as physical conditioning will be a significant component of the season.
- Team coaches shall be given 24-hour notice if a Player will not be able to attend practice.
- Missed practices may result in loss of tournament playing time at the team coach's discretion.
 - Exceptions may be made in cases of Emergency and 24-hour notice is not possible.
- Practice dates and times are subject to change.

Injury Attendance Policy

- If an athlete is attending school, she is also expected to attend her Trinity Volleyball practices—even if she's unable to physically participate. Her presence contributes to team unity, gives her a chance to learn through observation, and allows her to support her teammates and assist the coach when appropriate.

Tournaments

- **Tournament Playing Time is earned and is awarded at the team coaches' discretion.**
- **Playing time is awarded based on many factors including, but not limited to, skill, ability, attitude, attendance, coachability, mental toughness, and performance.**
- **Tournament playing time is not guaranteed.**
- **Coaches are not obligated to explain their decisions regarding playing time, and it is not appropriate for parents to challenge or question those decisions.**
- Players are expected to be in attendance for every match at every tournament. If a situation arises which makes it impossible for a Player to join their team at a scheduled tournament the

coach is to be notified at least 3 weeks in advance. Exceptions can be made in cases of emergency where advanced notice is not possible.

Tournament Arrival and Attire

- Players are expected to arrive at the tournament venue no later than one hour before their first scheduled match, unless otherwise directed by their coach. Athletes must wear their official Trinity warm-up gear when entering and exiting the facility.
- Tournament schedules are subject to change at any time.
- Player and Parent/Guardian commitments in this agreement regarding conduct extend to all scheduled tournaments.
- Parents/Guardians and or Players are responsible for all travel costs and for making their own travel arrangements.
- Prior to each scheduled Tournament, Trinity Volleyball management and/or the team coach will communicate tournament schedules and arrival times. Players arriving late for their scheduled arrival time can lose tournament playing time.
- If a Player is removed by a Parent/Guardian from a Tournament site without prior approval from the Team's coach, Trinity Volleyball will consider that Player to have resigned. In the event the now resigned Player's tuition is not already paid in full, the remaining balance will become immediately due.
- Tournaments require the team to referee(work). When a team has referee duties, all Players on that team are required to stay until the match is completed, even if any specific Player has no direct refereeing responsibilities. This requirement also includes the last officiating duty. Leaving a tournament prior to completing referee assignments is not acceptable and can result in loss of tournament playing time and or dismissal.

48-Hour Cool Down Period

Tournaments are often highly emotional for all parties involved including, Parents/Guardians, Players, and coaches. Therefore, Trinity Volleyball has a 48 hour cool down period policy. The 48 Hour Cool down period means that Parents/Guardians are explicitly prohibited from approaching a team coach at a tournament with any grievance. Instead, after 48 hours has passed since the last match of the tournament Parent/Guardians may then follow the Grievance Procedures as outlined in this Agreement. Failure to comply with the 48-Hour Cool Down period is grounds for dismissal with no refund and remainder of tuition, if applicable, will become immediately due.

Financial Commitments

- The Club Season Tuition includes a team coach, all practices, all tournament entry fees, tournament jerseys, and any additional items included in the team's tuition gear package.
- Parents/ Guardians and or Players are responsible for all costs associated with their USAV Memberships, AAU memberships, and all travel expenses.
- Any fees incurred by Trinity Volleyball due to a returned check or failed payment processing will be passed along to the Payor.

- If a Player is offered a position on a Trinity Volleyball Team, a **non-refundable** deposit (amount determined on a season-by-season basis) is required. and once paid holds that Player's spot on their team.
- **Upon Signing this agreement, the Parent/Guardian and or Player is committing to and responsible for paying the entire Club Season Tuition amount to be paid either in full prior to the start of the season or via monthly installments.**
- **Trinity Volleyball Club Season Tuition fees are non-refundable.**
- In the event a Player has a season ending injury directly related to participation in a Trinity Volleyball sanctioned practice, clinic, lesson, or tournament a prorated refund may be granted. Trinity Volleyball requires a signed physicians note explicitly stating the injured Player cannot participate in Volleyball for the remainder of the season for a prorated refund to be considered.
- In the case that Trinity Volleyball must seek legal assistance in the collection of tuition or program fees by or through an attorney, or litigation involving this Contract reasonably requiring employment of counsel to protect or enforce any right or remedy of any party to this Contract, Trinity Volleyball shall be entitled to reimbursement for its reasonable attorney's fees, together with court costs and other out-of pocket expenses incurred in any such action or proceeding.

Indemnities & Legal

- Parent/Guardian and Player Indemnify and HOLD HARMLESS Trinity Volleyball LLC, their officers, officials, agents, and/or employees, other participants, sponsoring agencies, sponsors, advertisers, owners, and lessors of premises used to conduct activities, WITH RESPECT TO ANY AND ALL INJURY, ILLNESS, DISABILITY, DEATH, or loss or damage to person or property.
- Parent/Guardian and Player Indemnify and HOLD HARMLESS Trinity Volleyball LLC, their officers, officials, agents, and/or employees, other participants, sponsoring agencies, sponsors, advertisers, owners, and lessors of premises used to conduct activities, WITH RESPECT TO ANY AND ALL INJURY, ILLNESS, DISABILITY, DEATH, or loss or damage to person or property occurring during travel to events, functions, or tournaments; while on site at accommodations for events, functions or tournaments; while on site at events, functions, or tournaments; while participating in events, functions or tournaments.
- In the case that Trinity Volleyball must seek legal assistance by or through an attorney, or litigation involving this Contract reasonably requiring employment of counsel to protect or enforce any right or remedy of any party to this Contract, Trinity Volleyball shall be entitled to reimbursement for its reasonable attorney's fees, together with court costs and other out-of-pocket expenses incurred in any such action or proceeding.

Grievance Procedure:

- Step 1: The Player will speak to their Team Coach directly about the issue. This is the most likely way of resolving the matter swiftly and positively.
- Step 2: If after Step 1 is completed and if the issue is still not resolved, Parent/Guardian may request a meeting with the Team Coach and Player.
- Step 3: If after Step 2 is completed and if the issue is still not resolved, Parent/Guardian may request a meeting with the Team coach, Player, and Assistant Club Director.
- Step 4: If after Step 3 is completed and if the issue is still not resolved, Parent/Guardian may request a meeting with The Assistant Club Director and Ownership.

Trinity Volleyball Team Coaches, Directors, Assistant Directors, and Ownership will only discuss the Player directly connected to a Parent/Guardian and will not discuss any other Players not directly connected to a Parent/Guardian.

- Grievances must be handled between the parties involved and the decision-makers in the situation only.
- Team coach's personality fit and or coaching decisions are not considered legitimate grievances and therefore, will not be discussed in meetings.
- Trinity Volleyball management decisions are not considered legitimate grievances and therefore, will not be discussed in meetings.
- Repetitive complaining and or conduct by Parents/Guardians and or a Player that interferes with Trinity Volleyball's efforts to pursue its stated Mission and purpose will be grounds for dismissal.

If a Player quits their team during the season they will be immediately dismissed from Trinity Volleyball and will no longer be eligible to participate with or at Trinity Volleyball in any future Trinity Volleyball programming.

In the event a Parent/Guardian and or Player is dismissed from a Trinity Volleyball any remaining tuition balance will be immediately due in full; no refunds will be granted for a dismissal.

USAV Junior Nationals Tournament:

USAV Nationals is the pinnacle of club volleyball. Only qualifying teams are invited to participate in this prestigious event. Trinity Volleyball's highest level club teams will participate in multiple qualifiers throughout their club seasons.

For any teams that earn a bid through these qualifying events during the club season that team is required to attend the USAV Junior Nationals tournament - all Players from the qualifying team must attend all days of the event. Tournament dates generally are early June, but are subject to change.

Club Commitment

Upon signing this agreement, the Player is committed to Trinity Volleyball for the entire 2025-2026 Club Season and will not be able or allowed to play club volleyball for any other volleyball club during the season without a written release.

RELEASE POLICY

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

- STEP 1 - The athlete/family in question must submit a written request for release to the owner/club director Alexander Kampmann alex@trinityvolleyball.com and to the Florida Region at membership@FloridaVolleyball.org stating the reason for the request. **Trinity Volleyball may deny the request for release of the athlete.**
- STEP 2 – If Trinity approves the release of the athlete:

- a. All financial obligations agreed upon contractually must be paid in full before the athlete is approved to be released.
- b. Once payment is received, Trinity Volleyball will send an email to the Florida Region at membership@floridavolleyball.org approving release of the named athlete. Trinity may agree to waive the requirements above on a case-by-case basis.

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.

10 Rules for Parents from USAV Florida Region

1. Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts, and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their lives they can look to for constant, positive encouragement.
2. Try your best to be completely honest about your child's athletic capability, competitive attitude, sportsmanship, and actual skill level.
3. Be helpful, but don't coach them on the way to the field, rink, pool, gym or track or on the way back, at breakfast, and so on. It is tough not to, but it is a lot tougher for children to be inundated with advice, pep talks, and often critical instruction.
4. Teach them to enjoy the thrill of competition, to be "out there trying", to be working to improve their skills and attitudes. Help them develop the feel for competing, for trying hard, for having fun.
5. Try not to relive your athletic life through your children in a way that creates pressure. You fumbled too, you lost as well as won. You were frightened, you backed off at times, you were not always heroic. Don't pressure them because of your lost pride.
6. Don't compete with the coach. You both have clearly defined roles that should complement each other. Encourage your child to respect their coach...they will learn more in the process.
7. Don't compare the skill, courage, or attitudes of your children with other members of the team, at least within their hearing distance.
8. Get to know the coach so that you can be assured that his/her philosophy, attitudes, ethics, and knowledge are such that you are happy to have your children under his/her leadership.
9. Always remember children tend to exaggerate, both when praised and criticized. Temper your reaction and investigate before over-reacting.
10. Make a point of understanding courage, and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain that courage is not the absence of fear, but a means of doing something in spite of

fear or discomfort. The job of the parent of an athletic child is a tough one, and it takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, "My parents really helped...they are the best!"

Florida Region of USA Volleyball – 15014 US Highway 441 – Eustis, FL 32726

Steve Bishop, Executive Director – James Phillips, Commissioner

Tel: (352) 742-0080 – Fax: (352) 742-0088 – Web: <http://floridavolleyball.org>

Florida Region of USA Volleyball SPECTATOR/PARENT CODE OF CONDUCT

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

I WILL:

1. I WILL abide by the official rules of USA Volleyball.
2. I WILL display good sportsmanship at all times.
3. I WILL encourage my child and his/her team, regardless of the outcome on the court.
4. I WILL educate myself on the unique rules of this facility.
5. I WILL honor the rules of the host and the host facility.
6. I WILL generate goodwill by being polite and respectful to those around me at this event.
7. I WILL direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
8. I WILL redirect any negative comments from others to the respective Event Director or Program Administrator.
9. I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
10. I WILL support the policies and guidelines of the team/club that I represent.
11. I WILL acknowledge effort and good performance, remembering that all of the players in this event

are amateur athletes.

12. I WILL model exemplary spectator behavior while attending this event.

13. I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

I WILL NOT:

1. I WILL NOT harass or intimidate the officials.

2. I WILL NOT coach my child from the bleachers and/or sidelines.

3. I WILL NOT criticize my child's coach or his/her teammates.

4. I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Florida Region.

5. I WILL NOT bring and/or carry any firearms at any Florida Region event.

6. I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

Note: Any violation of this Code of Conduct will result in you being asked to leave the site/facility, and may result in you possibly being banned from attending future Florida Region sanctioned events. The Event Director has the final say regarding their individual event. Local law enforcement will be contacted if necessary to resolve any disputes or altercations. Questions or concerns may be directed to the Florida Region office.

Minor Athlete Abuse Prevention Policies (MAAP)

The U.S. Center for SafeSport (the Center) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. The most commonly used terms throughout this document are defined in the Terminology section in the back of this document.

AUTHORITY

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors. 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor’s legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies (“MAAPP”).

What is MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the U.S. Olympic and Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;
2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic and Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (Note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes. The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an

adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be implemented alongside the SafeSport Code. Additionally, other resources are available that may assist organizations in improving athlete safety.

How Does the Center Ensure Compliance with the MAAPP?

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part I. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned

Saul, J., & Audage, N. C. (2007). Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention. Canadian Centre for Child Protection. (2014). Child Sexual Abuse: It Is Your Business. Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). Final Report.

Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

Is the MAAPP Different from the SafeSport Code?

Yes. The SafeSport Code works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators who are also Participants can be sanctioned.

SCOPE

The MAAPP Applies to “In-Program Contact” Within the Olympic and Paralympic Movement

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies

(NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organization’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.

Who is a Minor Athlete?

A Minor Athlete is 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 USA Volleyball and its LAOs.

This term shall also include any minor who participates in, or participated within the previous 12 months in, a non-athlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.

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

Who is an Adult Participant?

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

1. A member or license holder of USA Volleyball;
2. An employee or board member of USA Volleyball or its LAOs;
3. Within the governance or disciplinary jurisdiction of USA Volleyball or its LAOs;
4. Authorized, approved, or appointed by USA Volleyball or its LAOs to have regular contact with or authority over minor athletes.

What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. The MAAPP defines “In-Program Contact” as:

Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of activities related to participation in sport that could be identified as 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.

Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic and Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of USA Volleyball and its LAOs are required to take training. The specific training requirements can be found in Part II.

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.

PART I ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES

All NGBs, LAOs, and the USOPC, in this case “USA Volleyball”, must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

A. Organizational Requirements for Education & Training

1. USA Volleyball must track whether Adult Participants under its jurisdiction complete the required training listed in Part II.
2. USA Volleyball must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
 - a. For training to minor athletes, USA Volleyball must track a description of the training and how the training was offered and provided to minor athletes.
 - b. USA Volleyball is not required to track individual course completions of minor athletes.
3. USA Volleyball must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
 - a. For training to parents, USA Volleyball must track a description of the training and how the training was offered and provided to parents.
 - b. USA Volleyball is not required to track individual course completions of parents.

B. Required Prevention Policies and Implementation

1. USA Volleyball must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
 - a. Meetings
 - b. Individual training sessions

- c. Therapeutic and Recovery Modalities and Manual Therapy
- d. Locker rooms and changing areas
- e. Electronic communications
- f. Transportation
- g. Lodging and Residential Environments

2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Volleyball may choose to implement stricter standards than the model policies.

3. USA Volleyball must also require that its LAOs implement these policies within each LAO.

4. USA Volleyball and its LAOs must implement these policies for all In-Program Contact.

a. At sanctioned events and facilities partially or fully under its jurisdiction, the Organization must take steps to ensure the policies are implemented and followed.

b. For In-Program Contact that occurs outside USA Volleyball's and LAOs' sanctioned event or facilities, implementing these policies means:

- i. Communicating the policies to individuals under its jurisdiction;
- ii. Establishing a reporting mechanism for violations of the policies;
- iii. Investigating and enforcing violations of the policies.

5. USA Volleyball and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating USA Volleyball's Minor Athlete Abuse Prevention Policies. The Organization must appropriately investigate and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

C. Policy Approval and Submission Process

1. USA Volleyball may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, USA Volleyball must submit their policies to the Center at compliance@safesport.org for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.

2. USA Volleyball must require their LAOs to incorporate the mandatory components of Part III. USA Volleyball may require that their LAOs implement USA Volleyball policies, which may be more stringent than the policies in Part III.

3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to USA Volleyball's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Volleyball from the Center.

PART II EDUCATION & TRAINING POLICY

A. Mandatory Child Abuse Prevention Training for Adult Participants

1. Adult Participants Required to Complete Training

a. The following Adult Participants must complete the SafeSport® Trained Core Course through the Center's online training:

- i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
- ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
- iii. Adult Participants who are an employee or board member of USA Volleyball or its affiliate LAOs.

2. Timing of Training

Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

3. Refresher Training

The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the SafeSport® Trained Core Course. Every four years, Adult Participants will complete the SafeSport® Trained Core Course training. Medical providers can take the Health Professionals Course in lieu of the SafeSport® Trained Core Course and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

B. Minor Athlete Training Must Be Offered

1. USA Volleyball, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.
2. The Center offers youth courses, located at safesporttrained.org, that meet this requirement.

C. Parent Training Must Be Offered

1. USA Volleyball, every 12 months, must offer training to parents on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to

members.

2. The Center offers a parent course, located at safesporttrained.org, that meets this Requirement.

D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will not have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or SafeSport® Trained Core Course) before engaging or interacting with any minor athlete(s).

2. USA Volleyball may provide training in addition to the SafeSport® Trained Core Course, although they cannot refer to this training as "SafeSport" training. Training other than the SafeSport Trained Core Course or Refresher does not satisfy this policy.

3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Volleyball or can choose to contact the Center directly to request an exemption at exemptions@safesport.org. All exemptions granted by the Center or by USA Volleyball in this category are considered indefinite. The Center will track all requests for exemptions upon notification from USA Volleyball.

2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Volleyball. USA Volleyball will determine whether to grant the exemption. If USA Volleyball grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. USA Volleyball must preserve documentation that the exemption was granted and for what duration.

3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Volleyball may determine whether to grant an exemption.

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.

All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances or with a documented exception.

EXCEPTIONS

There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.

A. Mandatory Components

1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if:

- a. The Adult Participant has no authority over the Minor Athlete; and
- b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

Note: This exception is different than the close-in-age exception in the SafeSport Code pertaining to misconduct.

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

This exception exists for Adult Participants who also assist an athlete with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

- a. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball and/or its Region for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
- c. the Adult Participant Personal Care Assistant has complied with USA

Volleyball background screening policy.

3. Exceptions for Dual Relationships

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with USA Volleyball's protocols.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at safesporttrained.org.

MEETINGS POLICY

Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

A. Mandatory Components

1. Observable and Interruptible

a. Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers)

If a licensed mental health care professional, licensed health care provider, or a student under the supervision of 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 or its Region'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 or its Regions is notified that the professional or provider will be meeting with a Minor Athlete; and,
- d. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

B. Recommended Components

1. 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 trainers who are covered under these policies must follow the “Manual Therapy and Therapeutic and Recovery Modalities” policy.

TRAINING SESSIONS POLICY

Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual and group training sessions to protect youth athletes from uncomfortable or unsafe situations.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure all In-Program individual and group training sessions with a Minor Athlete be observable and interruptible unless an exception exists.

2. Consent

The Adult Participant providing individual training sessions must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and

3. Parent Observation

Parents/guardians must be allowed to observe individual and group training sessions.

B. Recommended Components

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 and its Region’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.

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.

MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES POLICY

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

A. Mandatory Components

Note: Only the emergency exception applies within this policy.

1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible.

2. Manual Therapy and Therapeutic and Recovery Modalities Requirements

Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet the following requirements:

- a. Have another Adult Participant physically present for the modality or manual therapy; and
- b. Have documented consent as explained in subsection (4) below; and
- c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
- e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

3. Consent

a. Providers of manual therapy, therapeutic modalities, or recovery modalities or USA Volleyball and its Regions, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.

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Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.

b. 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 a manual therapy, therapeutic modality, or recovery modality.

2. When possible, techniques should be used to reduce physical touch of Minor Athletes.

3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.

4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.

LOCKER ROOMS AND CHANGING AREAS POLICY

Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

A. Mandatory Components

1. Observable and Interruptible

Adult Participants must ensure that all 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, unless an exception exists.

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 remove their clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a Minor Athlete in a locker room or changing area.

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 its LAOs and the Adult Participant(s) must abide by this request.

3. Media and Championship Celebrations in Locker Rooms

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

a. Parent/legal guardian consent has been obtained; and

b. USA Volleyball and its Regions approves the specific instance of recording or photography; and

- c. Two or more Adult Participants are present; and
- d. 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 detailed on page 14.

5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

a. USA Volleyball and its LAOs 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. USA Volleyball does not utilize changing rooms at its events. If USA Volleyball did utilize changing rooms, it would follow the above procedures.

b. IF locker rooms, changing areas, or similar spaces are used at USA Volleyball events, USA Volleyball and its LAOs must monitor their use to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball and its Region's jurisdiction.

ELECTRONIC COMMUNICATIONS POLICY

Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

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, unless an exception exists.

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 on every communication.

- 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 the Minor Athletes' parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

3. Content

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

4. Requests to Discontinue

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

Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

B. Recommended Components

1. Hours

Electronic communications should generally 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.

2. Social Media Connections

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

TRANSPORTATION POLICY

Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport Activities.

A. Mandatory Components

1. Observable and Interruptible

Adult participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless an exception exists or:

a. The Adult Participant has advanced, written consent to transport the Minor Athlete one-

on-one, obtained at least annually from the Minor Athlete's parent/guardian. Minor

Athlete(s) or their parent/guardian can withdraw consent at any time.

b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

2. Additional Requirements for Transportation Authorized or Funded by USA Volleyball and its Regions

a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Volleyball and its Regions at least annually.

b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

B. Recommended Components

1. Shared or Carpool Travel Arrangement

The Organization encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

2. 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 travel one-on-one with an Adult Participant.

LODGING AND RESIDENTIAL ENVIRONMENTS POLICY

Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised

time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

A. Mandatory Components

1. Observable and Interruptible

All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

2. Hotel Rooms and Other Sleeping Arrangements

a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists and the Minor Athlete's parent/guardian has provided USA Volleyball and its Regions or Adult Participant with

advance, written consent for each specific lodging arrangement.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

d. Adult Participants without an exception and written parent/guardian consent as stated above are not permitted to stay overnight with Minor Athlete(s) in a communal lodging space such as an Airbnb, VRBO, HomeToGo, etc.

3. Monitoring or Room Checks During In-Program Travel

If USA Volleyball and its Regions or a team 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.

4. Additional Requirements for Lodging Authorized or Funded by the Organization Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over

Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part II, unless the Adult Participant meets the Close-in-Age exception.

B. Recommended Components

Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

PART IV 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 educational 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.

TRINITY VOLLEYBALL LLC AMATEUR ATHLETIC WAIVER AND RELEASE OF LIABILITY

READ BEFORE SIGNING

In consideration of being allowed to participate in any way in Trinity Volleyball LLC athletic volleyball program, related events and activities, the undersigned acknowledges, appreciates, and agrees that:

1. The risks of injury and illness (ex: communicable diseases such as MRSA, influenza, and COVID-19) from the activities involved in this program are significant, including the potential for permanent paralysis and death, and while particular rules, equipment, and personal discipline may reduce these risks, the risks of serious injury and illness do exist;
and,
2. I KNOWINGLY AND FREELY ASSUME ALL SUCH RISKS, both known and unknown, EVEN IF ARISING FROM THE NEGLIGENCE OF THE RELEASED or others, and assume full responsibility for my participation; and,
3. I willingly agree to comply with the stated and customary terms and conditions for participation. If, however, I observe any unusual significant hazard during my presence or participation, I will remove myself from participation and bring such to the attention of the nearest official immediately; and,
4. I, for myself and on behalf of my heirs, assigns, personal representatives and next of kin, HEREBY RELEASE AND HOLD HARMLESS Trinity Volleyball LLC their officers, officials, agents, and/or employees, other participants, sponsoring agencies, sponsors, advertisers, and if applicable, owners and lessors of premises used to conduct the event ("RELEASEES"), WITH RESPECT TO ANY AND ALL INJURY, ILLNESS, DISABILITY, DEATH, or loss or damage to person or property, WHETHER ARISING FROM THE NEGLIGENCE OF THE RELEASEES OR OTHERWISE, to the fullest extent permitted by law.

I HAVE READ THIS RELEASE OF LIABILITY AND ASSUMPTION OF RISK AGREEMENT, FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT ANY INDUCEMENT.

This is to certify that I, as parent/guardian with legal responsibility for this participant, have read and explained the provisions in this waiver/release to my child/ward including the risks of the activity and his/her responsibilities for adhering to the rules and regulations. Furthermore, my child/ward understands and accepts these risks and responsibilities. I for myself, my spouse, and child/ward do consent and agree to his/her release provided above for all the Releases and myself, my spouse, and child/ward do release and agree to indemnify and hold harmless The Released and or Trinity Volleyball LLC from any and all liabilities incident to my minor child's/ward's involvement or participation in these activities as provided above, EVEN IF ARISING FROM THEIR NEGLIGENCE, to the fullest extent permitted by law.

Parent/Guardian Signature _____

Parent/Guardian Name: _____

Player Name: _____

Date Signed: _____

Emergency Phone Number: _____

TRINITY VOLLEYBALL LLC PHOTO & SOCIAL MEDIA RELEASE FORM

I hereby grant TRINITY VOLLEYBALL LLC permission to use my Child/Athlete's likeness in a photograph, video, or other digital media (“photo”) in any and all of its publications, Social Media platforms, including web-based publications, without payment or other consideration.

I understand and agree that all digital media photos and or videos will become the property of TRINITY VOLLEYBALL LLC and will not be returned.

I hereby irrevocably authorize TRINITY VOLLEYBALL LLC to edit, alter, copy, exhibit, publish, or distribute these photos for any lawful purpose. In addition, I waive any right to inspect or approve the finished product wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of the photo.

I hereby hold harmless, release, and forever discharge TRINITY VOLLEYBALL LLC from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization.

I HAVE READ AND UNDERSTAND THE ABOVE PHOTO RELEASE. I AFFIRM THAT I AM AT LEAST 18 YEARS OF AGE and I DO give permission.

PARENT/GUARDIAN SIGNATURE

PARENT/GUARDIAN NAME

PLAYER NAME

DATE SIGNED