

TRINITY VOLLEYBALL CLUB PARENT HAND BOOK

FOR THE 2026-2027 CLUB SEASON



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.

OWNERS/DIRECTORS

Alex Kampmann, alex@trinityvolleyball.com

Alison Kampmann, alison@trinityvolleyball.com

PRACTICE FACILITY

2300 Destiny Way
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.

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.

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, including 2 USAV National Qualifiers.

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 one out-of-state tournament, including 3 USAV National Qualifiers. Most tournaments will be 3-day events.

Trinity Volleyball LLC Participation Agreement:

2026 - 2027 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 and Legality, Athletic Waiver and Photo Release Form.

Definitions: Binding Authority: Joint and Several Obligations

For purposes of this Agreement, 'Trinity Volleyball' includes Trinity Volleyball LLC and its owners, members, managers, directors, officers, coaches, assistant coaches, volunteers, contractors, agents, employees, representatives, sponsors, advertisers, tournament hosts, and any owners or lessors of premises used in connection with Trinity Volleyball programming, except where the context requires otherwise. The signing Parent/Guardian represents that he or she has legal authority to sign this Agreement for the Player and, if applicable, for the Player's other parent(s) or guardian(s), and agrees that all Parent/Guardian obligations are joint and several. Parent/Guardian shall ensure that the Player and all family members, guests, invitees, and persons attending on behalf of the Player comply with this Agreement and Trinity Volleyball policies.

Trinity Volleyball Mission

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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:

1. To make the Trinity Volleyball Club Season a priority;
2. To clear schedule of conflicting commitments;
3. To attend all practices, tournaments, and team related functions;
4. To bring a positive attitude at all practices, tournaments, and team related functions;
5. To put the needs of the team ahead of their own;

6. To commit to the physical conditioning they will experience at practice that is required to compete at the highest levels;
7. To commit to a healthy diet, plenty of sleep, and an exercise routine;
8. To represent Trinity Volleyball honorably both on and off the court and will conduct themselves appropriately at all practices, tournaments, and team related functions;
9. To always be respectful of others including coaches, teammates, competitors, officials, and tournament patrons;
10. To be up to date with USAV & AAU memberships and registrations;
11. Not to display or engage in negative outbursts that could negatively affect themselves, their team, or other Players;
12. 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);
13. To bring all uniform jerseys to all scheduled tournaments;
14. 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;
15. To have a growth mindset – this is a belief that our talents can be developed through hard work, good strategies, and input from others - one can always improve; and
16. 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 or team Coaches from the sidelines during practices or tournaments;
- That any cheering during practice or 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 Player) 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 team messaging app and conduct all team specific and direct coach communications through the team messaging 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; and

- To follow all other protocols and procedures as outlined in the agreement.

Communication Protocols

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

Policies; Rules; Electronic Notice

All USA Volleyball, AAU, SafeSport/MAAPP, facility, tournament, team, and club policies, codes of conduct, and rules are incorporated into this Agreement by reference. Trinity Volleyball may update administrative policies, communication rules, safety rules, schedules, and team procedures during the season, and such updates are effective when posted, emailed, sent through the team messaging app, texted, or otherwise electronically communicated. If there is a conflict among rules, the stricter rule or the rule selected by Trinity Volleyball in its sole discretion shall control.

Trinity Volleyball Handbook; Incorporation by Reference; Updates

The Trinity Volleyball Handbook, including all policies, procedures, codes of conduct, rules, expectations, schedules, communication protocols, safety requirements, grievance procedures, and other guidelines contained in the Handbook, is incorporated into and made part of this Agreement by reference as though fully set forth herein. Parent/Guardian and Player acknowledge that they have been provided access to the Handbook, whether by website link, electronic copy, team messaging app, email, QR code, or other electronic means, and agree to read, understand, and always comply with the Handbook.

Handbook Link <https://trinityvolleyball.com/play/club-season-information/>

Parent/Guardian and Player further acknowledge and agree that the Handbook is a living document and may be amended, supplemented, replaced, or updated by Trinity Volleyball from time to time during the Club Season in Trinity Volleyball's sole discretion, including to address administrative matters, safety concerns, facility rules, tournament requirements, team procedures, communication expectations, conduct standards, USAV/AAU/SafeSport/MAAPP requirements, or other Club policies. Any updated Handbook provision shall become effective when posted on Trinity Volleyball's website, emailed, sent through the team messaging app, texted, distributed electronically, or otherwise made reasonably available to Parent/Guardian and/or Player.

Parent/Guardian is responsible for regularly reviewing the Handbook and all updates and for ensuring that the Player and all family members, guests, invitees, and people attending on behalf of the Player comply with the Handbook. Violation of the Handbook shall constitute a violation of this Agreement and may result in discipline, suspension, dismissal, loss of privileges, acceleration of unpaid amounts, and/or any other remedy available to Trinity Volleyball under this Agreement or applicable law. In the event of a conflict between this Agreement and the Handbook, this Agreement shall control as to financial obligations, releases, waivers, indemnities, venue, attorneys' fees, and other material contract terms; however, Trinity Volleyball may enforce the stricter safety, conduct, communication, facility, tournament, or eligibility rule to the fullest extent permitted by law.

Email, the team messaging app, text message, and other electronic communications sent to the contact information provided by Parent/Guardian are deemed received when sent.

Parent/Guardian is responsible for closely monitoring all communications and promptly updating Trinity Volleyball with any changes to contact information.

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.

No Guarantee of Coach, Position, Playing Time, Schedule, Results, Recruiting, or Scholarships

Parent/Guardian and Player understand and agree that Trinity Volleyball has made no guarantee regarding, roster size, player position, playing time, coach assignment, practice schedule, tournament schedule, wins/losses, performance improvement, recruiting exposure, college opportunities, scholarships, or any specific athletic, competitive, developmental, or personal outcome. All club, team, coaching, roster, schedule, tournament, and playing-time decisions are within Trinity Volleyball's sole and final discretion.

Practice

- Players must attend every scheduled practice. Team coaches shall be given at least 24-hour notice if a Player will not be able to attend practice along with a sufficient explanation as to the reason for not attending.
- Missed practices may result in loss of tournament playing time at the team coach's discretion.
- 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.
- Practice dates and times are subject to change.

Scope of Season Program; Schedule Changes; Cancellations; Force Majeure

The Club Season is intended to provide a competitive youth volleyball experience that generally includes team practices, coach instruction, tournament participation for the applicable team level, team communications, and the gear/package items identified in the written tuition terms. Practice counts, tournament counts, tournament locations, roster size, coaching assignments, and schedules are approximate and may vary by team level, facility availability, tournament acceptance, USAV/AAU requirements, coach availability, team needs, weather, safety issues, illness, injury, and other circumstances. No specific number of practices, tournaments, matches, coaching hours, wins, recruiting opportunities, scholarships, or athletic outcomes is guaranteed.

Practices, coaches, venues, tournament entries, tournament dates, and travel schedules may be changed, canceled, consolidated, substituted, or rescheduled due to coach availability, facility availability, tournament changes, weather, illness, injury, safety concerns, government orders, USAV/AAU/SafeSport requirements, insufficient players, events beyond Trinity Volleyball's reasonable control, or Trinity Volleyball's good-faith determination of the best interest of the team, Players, safety, or club. Routine schedule changes, substitutions, cancellations, or a Parent/Guardian or Player's inability or refusal to attend do not reduce, suspend, or excuse tuition or installment obligations. If a material portion of the season is canceled or materially curtailed for reasons not caused by Parent/Guardian or Player, Trinity Volleyball will use commercially reasonable efforts, where feasible, to provide reasonable substitutes such as make-up practices, consolidated practices, alternate tournaments, virtual or written training resources, credits, or other adjustments. Any credit, refund, or adjustment for prolonged or substantial season disruption will be determined by Trinity Volleyball in good faith and in writing, after considering amounts already earned, incurred, committed, non-refundable, or paid to third parties. Nothing in this paragraph requires Trinity Volleyball to provide refunds or credits for ordinary schedule changes, tournament format changes, missed playing time, coach changes, facility changes, or changes outside the Club's reasonable control.

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

1. Tournament Playing Time is earned and is awarded at the team coaches' discretion.
2. Playing time is awarded based on many factors including, but not limited to, skill, ability, attitude, attendance, coachability, mental toughness, performance, and the needs of the team.
3. Tournament playing time is not guaranteed.
4. Coaches are not obligated to explain their decisions regarding playing time, and it is not appropriate for parents to challenge or question those decisions.
5. 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

6. 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.
7. Tournament schedules are subject to change at any time.
8. Player and Parent/Guardian commitments in this agreement regarding conduct extend to all scheduled tournaments.
9. 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.
10. 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.
11. 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.

Travel, Lodging, Supervision, and Personal Property

Parent/Guardian is solely responsible for transportation, lodging, meals, supervision, and all travel-related costs for the Player except during the limited periods when the Player is under direct instruction by Trinity Volleyball at a scheduled practice, clinic, lesson, match, or team activity. Trinity Volleyball is not responsible for any injury, illness, delay, cancellation, hotel/airline issue, transportation issue, travel expense, or lost, stolen, or damaged personal property occurring during travel, lodging, meals, during any club supervised or non-club-supervised time.

48-Hour Cool Down Period; Safety and Protected Reporting Carve-Out

Volleyball tournaments are highly emotional for Parents/Guardians, Players, Coaches, Directors, and Owners. For ordinary grievances involving playing time, team dynamics, coaching decisions, schedules, or similar operational issues, Parents/Guardians shall not approach, contact, or communicate with coaches, staff, or Ownership for forty-eight (48) hours after completion of the team's last tournament match. This includes in-person communications, team messaging apps, text messages, emails, social media messages, and similar communications about ordinary grievances.

After the 48-hour period has passed, Parent/Guardian and Player may use the Grievance Procedures in this Agreement. Failure to comply with the 48-Hour Cool Down Period or Grievance Procedures for ordinary grievances is grounds for discipline, suspension, or dismissal.

Nothing in this Agreement delays, restricts, or prohibits any person from promptly raising or reporting concerns about medical emergencies, physical safety, abuse, suspected abuse, harassment, discrimination, retaliation, violations of law, SafeSport/MAAPP matters, or other legally protected concerns directly to Trinity Volleyball, law enforcement, SafeSport, USAV, AAU, facility personnel, mandated reporters, regulatory agencies, legal counsel, or other appropriate authorities.

Non-Disparagement; Confidentiality; Social Media; No Harassment; Protected Reviews and Reports

Parent/Guardian and Player shall not make, publish, post, share, encourage, assist, or cause any knowingly false or reckless statement of fact concerning Trinity Volleyball, its owners, coaches, staff, players, parents/guardians, programs, teams, facilities, officials, sponsors, or business relationships. Parent/Guardian and Player also shall not engage in threatening, harassing, abusive, defamatory, unlawful, retaliatory, or privacy-violating communications in any medium, including online reviews, social media, text groups, team messaging apps, emails, or communications with third parties.

Parent/Guardian and Player shall not disclose or post private, confidential, or sensitive information concerning minors, players, parents/guardians, coaches, staff, medical or health information, contact information, financial information, roster information not publicly released by the Club, discipline, safety investigations, or internal Club business information, except as required by law or as reasonably necessary to use the Grievance Procedures or obtain legal, medical, law-enforcement, SafeSport, USAV, AAU, or regulatory assistance.

Nothing in this section prohibits good-faith communications with law enforcement, SafeSport, USAV, AAU, regulatory agencies, mandated reporters, legal counsel, medical professionals, or other appropriate authorities, and nothing prohibits honest consumer opinions or reviews that are not knowingly false, misleading, defamatory, harassing, or privacy-violating. Any violation of this section is a material breach and grounds for immediate suspension or dismissal. Trinity Volleyball may require removal or correction of improper material, seek injunctive relief, and recover attorneys' fees and costs to the fullest extent permitted by law.

Grievance Procedure

The Grievance Procedure applies to ordinary team-management and operational concerns, including playing time, team role, attendance, communication, team dynamics, practice issues, tournament issues, and similar matters. It is intended to promote direct communication and resolution within the Club before disputes escalate. It does not apply to urgent safety, abuse, harassment, discrimination, retaliation, medical, SafeSport/MAAPP, law-enforcement, or legally protected matters, which may be reported immediately as provided in this Agreement.

The meetings to be held in Step 1 through Step 4 below, unless the concern involves safety, abuse, harassment, discrimination, retaliation, a medical emergency, or conduct by the coach that makes direct communication inappropriate, should be scheduled outside normal practice times and should not occur during a tournament, so all participants can prepare and have a meaningful discussion.

- Step 1: The Player should first speak directly with the Team Coach about the issue. This is often the best way to resolve a matter quickly and positively.
- Step 2: If Step 1 is completed and the issue is not resolved, Parent/Guardian may request a meeting with the Team Coach and Player.
- Step 3: If Step 2 is completed and the issue is still not resolved, Parent/Guardian may request a meeting with the Team Coach, Player, and Program Manager.
- Step 4: If Step 3 is completed and the issue is still not resolved, Parent/Guardian may request a meeting with the Program Manager, Player, and Ownership.

Trinity Volleyball Team Coaches, Directors, staff, and Ownership will discuss only the Player directly connected to the Parent/Guardian and will not discuss other players or other families. Grievances should be handled between the parties directly involved and the decision-makers in the situation.

Coach personality fit, coaching methods, lineups, playing time, position assignments, roster decisions, tournament strategy, practice structure, and management decisions are generally coaching and management prerogatives. Trinity Volleyball may hear concerns in good faith, but final decisions remain with Trinity Volleyball in its sole and final discretion.

For contractual or monetary disputes between Parent/Guardian and Trinity Volleyball, and for ordinary team-management disputes, completion of the Grievance Procedure is a condition precedent to legal action or payment disputes to the fullest extent permitted by law. This condition precedent does not restrict legally protected reports, truthful consumer reviews, statutory complaints, mandatory reports, law-enforcement reports, SafeSport/MAAPP reports, or emergency relief.

Financial Commitments; Non-Refundability; Limited Credits; Liquidated Damages

The Club Season Tuition includes a team coach, team practices, tournament entry fees identified by Trinity Volleyball for the applicable team level, tournament jerseys, and any additional items included in the team's written tuition gear package. Parents/Guardians and/or Players remain responsible for USAV memberships, AAU memberships, travel, lodging, meals, admissions, parking, and other personal or family expenses unless the written tuition terms expressly state otherwise.

The non-refundable deposit is due when the Player accepts a position on a Trinity Volleyball team and is earned upon payment. Parent/Guardian acknowledges that the deposit is a reasonable liquidated-damages amount, and not a penalty, because Trinity Volleyball immediately reserves a roster spot, may turn away other players, commits administrative time, staffing, coaching resources, tournament planning, facility planning, and other costs that are difficult to precisely calculate. The deposit is not refundable or transferable except to the extent expressly required by law.

Upon signing this Agreement, Parent/Guardian and Player commit to the full Club Season and the entire Club Season Tuition. Tuition is a season commitment and is not a per-practice, per-tournament, per-month, per-coach, per-playing-time, or per-result fee. Parent/Guardian's obligation to pay the entire tuition survives absence, dissatisfaction, coach or team changes, schedule conflicts, reduced playing time, relocation, or the Player's decision to quit, subject only to the limited written refund or credit provisions below or as required by law.

No refund, credit, offset, or transfer is available if the Player quits, is dismissed or suspended for misconduct, breaches this Agreement, participates with another club without written release, is removed from a tournament site without coach approval, fails to attend required practices/tournaments, or Parent/Guardian fails to make payments when due. In those circumstances, the full unpaid balance remains due and payable.

Season-ending injury: if a Player suffers a season-ending injury directly related to participation in a Trinity Volleyball sanctioned practice, clinic, lesson, or tournament, Trinity Volleyball will consider a prorated refund or credit only after receiving a signed physician's note expressly stating that the Player cannot participate in volleyball for the remainder of the season. Any

approved refund or credit shall exclude the non-refundable deposit, uniforms, gear, administrative costs, payment processing fees, incurred or committed tournament entry fees, coaching costs, facility costs, and all amounts earned, incurred, or committed by Trinity Volleyball, and shall be calculated no earlier than the date Trinity Volleyball receives the required written medical certification.

Attorneys' Fees; Costs; Collection Expenses. If any dispute, claim, collection matter, chargeback, enforcement action, indemnity demand, injunctive proceeding, lawsuit, appeal, bankruptcy, post-judgment collection, or other proceeding arises out of or relates to this Agreement, Trinity Volleyball's programs, unpaid tuition/fees, or the parties' relationship, the prevailing party shall be entitled to recover its reasonable attorneys' fees, paralegal fees, expert fees, court costs, taxable and non-taxable costs, investigation expenses, and collection costs from the non-prevailing party. For collection of amounts owed to Trinity Volleyball, Parent/Guardian shall be responsible for Trinity Volleyball's reasonable attorneys' fees, paralegal fees, collection agency fees, costs, and expenses whether or not a lawsuit is filed. A party need not obtain a final judgment to be deemed prevailing; a party prevailing by dismissal, settlement requiring payment or performance, injunction, default, voluntary payment after demand, or other relief materially achieving the party's objective shall be considered prevailing to the fullest extent permitted by law.

Late Payments; Failed Payments; Acceleration; Chargebacks

Payments are due on the dates stated in this Agreement or any written payment schedule. Any payment not received within five (5) calendar days after its due date may result in suspension from practices, tournaments, team activities, and communications until all amounts are brought current. A late charge of \$25.00 per late payment and interest at the lesser of 1.5% per month or the maximum rate permitted by law may be assessed on past-due amounts. If a payment remains unpaid, declined, returned, reversed, disputed, or charged back for more than ten (10) calendar days after Trinity Volleyball gives written notice of default, or if Parent/Guardian has repeated payment defaults, Trinity Volleyball may declare the entire unpaid balance immediately due and payable, suspend or dismiss the Player, and require future payments by certified funds, cash, Zelle, or another method approved by Trinity Volleyball.

Parent/Guardian agrees to make a good-faith effort to resolve contractual or monetary disputes directly with Trinity Volleyball before initiating a credit card chargeback, ACH reversal, Zelle reversal, stop payment, or payment dispute for amounts owed under this Agreement.

Parent/Guardian shall give Trinity Volleyball ten (10) business days' written notice and an opportunity to cure any alleged billing error before initiating a payment dispute, except where prohibited by law or card-network rules. A knowingly false, bad-faith, or improper chargeback, reversal, stop payment, or payment dispute is a material breach, and Parent/Guardian shall reimburse Trinity Volleyball for all bank fees, merchant fees, chargeback fees, administrative costs, attorneys' fees, and collection costs incurred to the fullest extent permitted by law.

**PARENT/GUARDIAN INITIALS ACKNOWLEDGING FINANCIAL COMMITMENT,
NON-REFUNDABILITY, LIMITED CREDITS, ACCELERATION, AND ATTORNEYS' FEES:**

Indemnities & Legal; Assumption of Risk; Release; Defense

The following legal protections are cumulative, survive withdrawal, dismissal, termination, payment in full, and expiration of the season, and apply to the fullest extent permitted by Florida

law. Nothing in this Agreement releases, waives, indemnifies, defends, limits, or excludes liability for gross negligence, willful misconduct, intentional misconduct, intentional harm, or any rights or remedies that cannot legally be waived or limited.

Parent/Guardian and Player knowingly assume the inherent and ordinary risks of volleyball, conditioning, practices, clinics, lessons, tournaments, travel, lodging, facilities, equipment, interactions with other participants, and related activities, including risks of injury, illness, communicable disease, disability, death, and property loss or damage, whether known or unknown.

To the fullest extent permitted by Florida law, Parent/Guardian and Player release and hold harmless Trinity Volleyball LLC and its Released Parties from claims for injury, illness, disability, death, or property loss/damage arising out of the inherent risks of participation or ordinary negligence, but this release does not apply to gross negligence, willful misconduct, intentional misconduct, intentional harm, or non-waivable statutory rights.

Parent/Guardian and Player shall indemnify, defend, and hold harmless Trinity Volleyball and the Released Parties from and against claims, demands, liabilities, damages, losses, penalties, expenses, judgments, settlement amounts, attorneys' fees, and costs arising out of or relating to: (i) breach of this Agreement; (ii) conduct, acts, omissions, or misconduct of Parent/Guardian, Player, family members, guests, or invitees; (iii) unpaid amounts, bad-faith chargebacks, or payment disputes; (iv) false, defamatory, harassing, unlawful, or privacy-violating statements; (v) violation of facility, tournament, USAV, AAU, SafeSport/MAAPP, or Club rules; and (vi) third-party claims caused in whole or in part by Parent/Guardian, Player, family members, guests, or invitees. The duty to defend applies upon Trinity Volleyball's request. This indemnity does not require Parent/Guardian or Player to indemnify a Released Party for that Released Party's gross negligence, willful misconduct, intentional misconduct, intentional harm, or pure negligence unrelated to the conduct of Parent/Guardian, Player, family members, guests, or invitees, except to the extent permitted by law.

Limitation of Liability; No Consequential Damages

To the fullest extent permitted by law, Trinity Volleyball shall not be liable for indirect, incidental, consequential, special, punitive, exemplary, emotional distress, lost opportunity, lost recruiting/scholarship, travel, replacement club, or similar damages. For non-personal-injury, non-statutory, waivable contract or consumer claims, Trinity Volleyball's aggregate liability shall not exceed the amount of Club Season Tuition actually paid by Parent/Guardian for the applicable season. This limitation does not apply to gross negligence, willful misconduct, intentional misconduct, intentional harm, or rights or remedies that cannot legally be limited or waived.

Governing Law; Venue; Jury Trial Waiver

This Agreement is governed by Florida law, without regard to conflict-of-law principles. Exclusive venue for any action arising out of or relating to this Agreement shall be in the state court located in the Florida county where Trinity Volleyball's principal place of business is located, or the federal court serving that county. For collection, enforcement of payment obligations, emergency injunctive relief, or enforcement of a judgment, Trinity Volleyball may also proceed in any other venue legally available where Parent/Guardian resides, where assets are located, where the event occurred, or where relief is otherwise legally available.

EACH PARTY KNOWINGLY, VOLUNTARILY, AND INTENTIONALLY WAIVES ANY RIGHT TO TRIAL BY JURY TO THE FULLEST EXTENT PERMITTED BY LAW. BY SIGNING THIS AGREEMENT, EACH PARTY UNDERSTANDS THAT ANY COVERED DISPUTE WILL BE DECIDED BY A JUDGE AND NOT BY A JURY.

PARENT/GUARDIAN INITIALS ACKNOWLEDGING GOVERNING LAW; VENUE; JURY TRIAL WAIVER:

Equitable Relief

Subject to the protected-reporting and honest-review carve-outs in this Agreement, Parent/Guardian and Player acknowledge that violations involving confidentiality, harassment, privacy rights, intellectual property, bad-faith payment reversals, or participation with another club may cause irreparable harm for which money damages may be inadequate. Trinity Volleyball may seek temporary, preliminary, and permanent injunctive relief without posting bond to the extent permitted by law, in addition to all other remedies.

Entire Agreement; Amendment; No Waiver

This Agreement, the waiver, releases, written payment terms, and incorporated policies are the entire agreement between the parties regarding the Player's participation in the 2026-2027 Club Season and supersede prior or contemporaneous oral statements, texts, emails, advertisements, expectations, or understandings. No waiver, refund, release, modification, or exception is effective unless in a writing signed by Trinity Volleyball's Owner/Club Director. Trinity Volleyball's delay or failure to enforce any right is not a waiver of that right or any other right.

Severability

If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the remaining provisions shall remain in full force and effect. The invalid provision shall be severed, and the parties shall use their best efforts to replace it with a valid and enforceable term that reflects the original intent

Failure to Adhere; Progressive Discipline; Suspension; Dismissal

Violations of this Agreement, incorporated policies, coach instructions, facility rules, tournament rules, USAV/AAU/SafeSport/MAAPP requirements, communication protocols, payment obligations, or standards of conduct will not be tolerated. Trinity Volleyball may suspend or dismiss a Parent/Guardian and/or Player in its sole discretion if Trinity Volleyball determines that suspension or dismissal is in the best interest of the team, Players, safety, club culture, or Trinity Volleyball.

For serious misconduct, safety concerns, harassment, threats, abuse, dishonesty, repeated violations, payment defaults, chargebacks, privacy violations, conduct that materially harms the team or Club, or conduct that could expose Trinity Volleyball or others to liability, Trinity Volleyball may suspend or dismiss immediately, with or without prior warning. For less serious, first-time, non-safety issues, Trinity Volleyball may, but is not required to, provide a warning, meeting, behavior plan, or opportunity to cure if Trinity Volleyball determines that doing so is practical and in the best interest of the team and Club.

Grounds for suspension or dismissal include, without limitation: disruptive, unsafe, threatening, harassing, abusive, dishonest, defamatory, unlawful, privacy-violating, or detrimental conduct; violation of the 48-Hour Cool Down Period or Grievance Procedures; sideline coaching or

interference; inappropriate communications with officials, coaches, Players, parents, facilities, sponsors, or tournament personnel; failure to follow coach instructions; late, declined, returned, reversed, disputed, or charged-back payments; failure to attend required practices, tournaments, or work/referee assignments; participation with another club without written release; and any conduct that reflects poorly on or harms Trinity Volleyball.

Trinity Volleyball may impose interim suspension while investigating an issue or while payments are past due. Suspension may include removal from practices, tournaments, team communications, team events, and facilities. Suspension or investigation does not entitle Parent/Guardian or Player to any refund, credit, offset, or extension.

If a Player quits, withdraws, is removed from a tournament site without coach approval, seeks or obtains release to another club, participates with another club without written release, or otherwise stops participating during the season, Trinity Volleyball may deem the Player to have resigned and/or breached this Agreement. If the resignation, withdrawal, suspension, or dismissal results from Parent/Guardian or Player breach, misconduct, non-payment, safety issues, participation with another club, or failure to comply with this Agreement, the full remaining tuition balance and any other amounts owed become immediately due and payable, and all amounts paid remain non-refundable.

Upon suspension, dismissal, resignation, or withdrawal, Parent/Guardian and Player remain responsible for all unpaid amounts as provided in this Agreement, and the Player and Parent/Guardian will no longer be eligible to participate in Trinity Volleyball programming, enter Trinity Volleyball-controlled areas, or attend Trinity Volleyball activities unless Trinity Volleyball provides written permission. Trinity Volleyball reserves all rights and remedies.

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 team that earns a bid through qualifying events during the club season, that team is required to attend the USAV Junior Nationals tournament, and all Players from the qualifying team must attend all days of the event. Tournament dates generally are in early June but are subject to change. Unless expressly included in the written tuition terms, Parent/Guardian is responsible for all additional Nationals-related expenses, including travel, lodging, meals, admissions, credentials, coaching travel/per diem, additional practice fees, and any additional tournament or team costs billed by Trinity Volleyball. Additional Nationals-related costs may vary based on location, team size, tournament requirements, travel costs, and staffing, and Trinity Volleyball will provide a good-faith cost estimate when reasonably available. A Player's failure or refusal to attend after the team earns a bid is a material breach and may result in loss of playing time, dismissal, and/or acceleration of all amounts owed, except that Trinity Volleyball may consider documented medical emergencies or legally protected circumstances in good faith and in writing.

Club Commitment

Upon signing this Agreement, the Player is committed to Trinity Volleyball for the entire 2026-2027 Club Season and will not be able or allowed to practice with, participate with, roster

with, or play club volleyball for any other volleyball club during the season without Trinity Volleyball's prior written release. This commitment is intended to protect in-season roster integrity, team stability, tournament obligations, and Club commitments. Trinity Volleyball may condition any in-season release on payment in full, return of property, resolution of disputes, and compliance with all obligations under this Agreement. Unless prohibited by USAV/AAU rules or a separate written Club policy, a Player may attend tryouts or informational activities for the following season after the Player's current Trinity Volleyball season has concluded, so long as doing so does not interfere with current-season commitments and the Player remains in good standing.

No Transfer, Assignment, or Affiliation With Another Club Without Written Release

During the term of this Agreement and throughout the 2026-2027 Club Season, Parent/Guardian and Player shall not purchase, renew, modify, transfer, assign, designate, or use any USAV, AAU, or other volleyball membership, registration, roster designation, player assignment, club assignment, or eligibility credential for the purpose of affiliating the Player with, rostering the Player with, practicing with, participating with, or playing for any volleyball club other than Trinity Volleyball without Trinity Volleyball's prior written release.

Parent/Guardian and Player further agree that they shall not request, initiate, authorize, assist, or permit any other club, coach, administrator, governing body, parent, guardian, or third party to transfer, assign, affiliate, roster, or register the Player with another volleyball club during the term of this Agreement unless Trinity Volleyball first provides a written release signed by Trinity Volleyball's Owner/Club Director.

Any attempted purchase, registration, transfer, assignment, affiliation, roster designation, or participation with another club without Trinity Volleyball's prior written release shall constitute a material breach of this Agreement. In that event, Trinity Volleyball may deem the Player to have resigned and/or breached this Agreement, may refuse or contest any transfer or release request to the fullest extent permitted by applicable USAV, AAU, or governing-body rules, and may immediately accelerate all unpaid tuition, fees, costs, and other amounts owed under this Agreement. All amounts previously paid shall remain non-refundable, and Trinity Volleyball reserves all rights and remedies available under this Agreement, applicable governing-body rules, and Florida law.

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:

12. I WILL NOT harass or intimidate the officials.

13. I WILL NOT coach my child from the bleachers and/or sidelines.
14. I WILL NOT criticize my child's coach or his/her teammates.
15. I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Florida Region.
16. I WILL NOT bring and/or carry any firearms at any Florida Region event.
17. 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.

