

## Club Directors Code of Ethics Form

2019-2020 Season

1. No club can participate, require, or condone any act considered to be an offense under federal, state or local laws/ordinances.
2. It is the club's responsibility to adhere to all laws and rules governing business procedures of all applicable state and local laws.
3. Clubs are not to engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or on any basis prohibited by law.
4. Clubs are not to engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances or verbal or non-verbal conduct that is sexual in nature.
5. Clubs are required to follow the SafeSport guidelines set by the USOC, as stated on the NCVA website.
6. Club Director's agree to comply with all USAV SafeSport requirements by: 1. Creating policies in the club that comply with the SafeSport program of USAV; 2. Educating (coaches, parents, players, administrators, and anyone else participating in the club) in the SafeSport policies as set by USAV and 3. Requiring complete compliance of all such policies by all club affiliates.
7. All clubs must inform both their players and the players' parents and/or guardians that they risk bodily injury, including paralysis, dismemberment, and death, as well as loss or damage of property.
8. It is the club's responsibility to ensure that all paperwork and online registration of club affiliates (membership, entry forms, etc.) are completed and meets deadlines set by NCVA/USAV.
9. The club is liable for any membership payments not made directly from the players listed by the club.
10. Clubs will not allow club affiliates to participate in any NCVA/USAV events or attend practices without being full members of the NCVA/USAV. It is the club's responsibility to ensure that all members of their club who participate at tournaments be registered with NCVA/USAV. Clubs will not allow a player to tryout for the club unless the player has a minimum of a tryout membership of NCVA/USAV.
11. It is the Club Director's responsibility to ensure the club follows the policy of the RVA (Regional Volleyball Association) that any club/entity intending to hire or use registered individuals in any sanctioned junior volleyball events and/or activities will accept and abide by the background screening policy. The following individuals must be screened: club directors, club administrators, team representatives, coaches, chaperones, and trainers who intend to register, affiliate, and/or participate with a junior volleyball club or team in a RVA. It is intended that the term "all adult club personnel" be all inclusive and not limited to only those categories identified herein. Additionally, the club/entity will enforce the penalties resulting from a negative background screening report. Failure to do so is grounds for automatic suspension of membership privileges to participate in RVA/USAV sanctioned junior events and/or activities.
12. No club will participate in a non-sanctioned (NCVA/USAV) volleyball event during the season. It is the club's responsibility to know if a tournament is sanctioned by (NCVA/USAV).
13. Club Director agrees that certificates of insurance issued by the (NCVA/USAV) will be used for sanctioned practices, tryouts, clinics, and/or hosted NCVA tournaments only.
14. It is the responsibility of the Club Director to ensure that each Junior Coach carries each participant's Medical Form Information to every event. If you attend an event without your medical forms, you may be removed from the tournament and other sanctions may apply. This is requirement of the NCVA/USAV.
15. All clubs must inform their coaches, players, and the player's parents and/or guardians that they must sign a NCVA/USAV "Waiver and Release of Liability" before they can become NCVA/USAV members.
16. All clubs must inform the members of the club, the parents and/or guardians about NCVA/USAV membership sanctions and tournament fees.
17. The club is responsible for payment of all tournament entry fees. The club is responsible to ensure that the NCVA receives membership and background check payments from all players/coaches involved and all club affiliates.
18. It is the club's responsibility to inform coaches, parents and/or guardians, and players about schedules, formats, deadlines, and sanctions for not meeting a deadline, chain of communication, policies, playing sites/directions and requirements for being a club in the NCVA region. This information can be found in the NCVA Handbooks and website.
19. The club is responsible for the conduct of its players, coaches, parents, and spectators at events. Failure of attendees to follow all facility rules will incur a sanction as listed under Sanctions in the Handbook.
20. No club may contact an athlete, either verbally or in writing, who has committed to another club for the purpose of persuading them to leave the club to which they have committed. This does not prohibit anyone from giving any player, or the player's parents and/or guardians, information about their club tryouts, practices, organization or cost, if it is requested by the player or the player's parents and/or guardians.
21. It is the club's responsibility to adhere to the age definition set by USAV.
22. It is the Club Director's responsibility to inform all coaches/players/parents, etc. the food policy for each facility the NCVA uses. I understand if we do not adhere to this policy the team in question will incur a sanction as listed under Sanctions in the Handbook.
23. It is the Club Director's responsibility to know the policy for illegal players. If any of the clubs' teams are caught with an illegal player, they are subject to forfeiture from the event and other sanctions may apply.
24. It is the Club Director's responsibility to notify their coaches, players and the player's parents and/or guardians that failure to follow the code of conducts set by NCVA/USAV will result in the requirement to complete SafeSport as outlined in the NCVA Handbook.
25. The NCVA highly recommends a written agreement between the club and every participating family that outlines the expectations of both parties which should include a refund policy and a dispute resolution policy. The Club Director should honor the clubs refund and dispute resolution policy, seek immediate resolution of all disputes and/or conflicts that arise, and use a neutral third party if the need arises.
26. It is the Club's responsibility to define and enforce its own travel policy. If a club fails to define a specific travel policy, the travel policy set by USAV will be in effect.
27. It is the responsibility of clubs to know the rules and regulations of the game of Volleyball.

All club directors realize that they must read and sign this code of ethics to operate clubs in the Northern California Region of USAV. Violation of the code may result in sanctions against the club. These sanctions may extend to loss of eligibility of the club to register with USAV/NCVA. Failure to understand any of the principles of this document does not constitute a defense for violation of its' rules. Furthermore, failure by a club and/or its club director to abide by the Club Director Code of Ethics will result in the club and/or its club director being subject to revocation, without limitation, to operate a club within the Northern California Region or any other RVA. I recognize that this Code of Ethics goes beyond the scope of the law, and should be treated with the same, or greater, respect and gravity with which I treat the laws and standards of my community.

I have read and understood the Club Director Code of Ethics. I agree to adhere to the Code of Ethics and to enforce it.

Name (print): \_\_\_\_\_  
Last Name First Name Middle Initial

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Club Name: \_\_\_\_\_