



**THE NEXT GENERATION  
VOLLEYBALL CLUB**

# **2016-2017 CLUB INFORMATION HANDBOOK**

**Member Of**





## WELCOME TO PVJUNIORS

---

It is our honor to welcome you to the Pioneer Valley Volleyball Academy (PV Juniors). This organization has actively promoted the sport of volleyball in Western Massachusetts since 2009 through training and competition opportunities with the goal of providing the finest coaching and training available in New England, whether it be for elite athletes or beginners.

PV Juniors seeks to train youth players in an Olympic-style environment that focuses on learning and the enjoyment of the sport. Our goal is always to help the youth in our community improve their volleyball skills as well as their life skills through the competitive sport experience.

As a prominent junior club, PV Juniors has significant impact not only within the New England Region but also at the collegiate level. In our six short years of existence, our club has launched over 70 male and female student athletes into the collegiate volleyball ranks!

PV Juniors has an established record of success in training and competition due to a proven system of practice and team management. The success of our teams and individual players is a result of time spent in the gym, the quality of the coaching, the methodology of practice and the hard work and dedication of our athletes. We seek to combine all of these elements to provide quality training and competitive experiences for players at all levels.

We hope your experience will be as enjoyable and enlightening as it has been for us!

Thanks,

A black and white image of a handwritten signature, which appears to be 'George R. Mulry'.

George Mulry  
Co-Founder, Director

A black and white image of a handwritten signature, which appears to be 'Sean MacDonald'.

Sean MacDonald  
Co-Founder, Director



**TABLE OF CONTENTS**

**SECTION 1: CLUB INFORMATION**

Mission Statement..... 5  
Vision Statement ..... 5  
Core Values and Principles Guiding Our Actions ..... 5  
Organizational Goals..... 5  
History of PV Juniors..... 6  
PV Juniors Quick Facts ..... 7  
Management Team ..... 7

**SECTION 2: PROGRAMS AND SERVICES**

Girls and Boys Travel Team Programs ..... 8  
Girls High School Summer League ..... 9  
Summer Nights Clinics ..... 9  
Coaching Education ..... 9  
Club Communications ..... 9

**SECTION 3: GIRLS AND BOYS TRAVEL TEAM INFORMATION**

Eligibility, Registration & Insurance ..... 10  
Club Team Tryouts..... 10  
Commitments of a Junior Program Player..... 11  
Member Code of Conduct ..... 12  
Players Rules & Policies ..... 13  
Coaches Responsibilities ..... 14  
Parents Rules & Policies ..... 15  
Grievance Policy & Procedures (24-Hour Rule)..... 17



**SECTION 3: GIRLS AND BOYS TRAVEL TEAM INFORMATION (Continued)**

Stay to Play Policy..... 19  
College Volleyball Aspirations ..... 19  
Weather Announcements ..... 19

**SECTION 4: FINANCIAL INFORMATION & POLICIES**

Payment Policy ..... 20  
Club Team Program Fee Structure ..... 20  
Payment Default Policy ..... 21  
Invalid Credit Card & Returned Checks..... 21  
Refunds & Medical Drops..... 21

**SECTION 5: SAFESPORT**

Social Media & Electronic Communications Policy ..... 22  
Travel Policy..... 24



## SECTION I: CLUB INFORMATION

### MISSION STATEMENT

We are dedicated to providing our athletes with the technical, tactical and physical training to reach their highest possible potential. The program is equally dedicated to the highest possible standards of personal integrity, mutual respect and responsible conduct. We strive to help each and every player, regardless of age or ability, achieve life-changing growth in physical skills and personal character as they play the game of volleyball.

### VISION STATEMENT

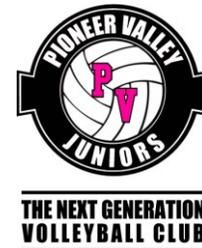
Become the premier volleyball and athletic fitness training organization in New England by offering a full range of programs, activities and events to our members.

### CORE VALUES AND PRINCIPLES GUIDING OUR ACTIONS

1. Train and educate youth through the sport of volleyball by teaching the fundamentals of movement and skill development;
2. Promote the sport of volleyball as a lifetime fitness activity for youth and adults at all levels;
3. Promote diversity and opportunities for all to learn and play the sport of volleyball;
4. Promote a healthy and dynamic community.

### ORGANIZATIONAL GOALS

1. Provide exceptional volleyball and fitness experiences for our members;
2. Enhance the skill levels of our members by offering a wide variety of training and playing opportunities;
3. Promote PV Juniors through various programs, activities and events;
4. Create collaborative partnerships with local and national organizations and corporations to grow the sport of volleyball and enhance health and fitness throughout Western Massachusetts;
5. Provide appropriate and safe facilities for club activities for our members now and in the future.



## HISTORY OF PV JUNIORS

---

Pioneer Valley Juniors is a Western Massachusetts youth sport association founded by two area coaches in the Fall of 2009 for the purpose of promoting the sport of volleyball and increasing the level of play of school age students. These coaches were George Mulry (Girls Volleyball Coach, Longmeadow High School) and Sean MacDonald (Girls Volleyball Coach, Frontier Regional). Since 2009, PV Juniors has grown from 60 members per year to over 200. The main focus of PV Juniors is the development of the sport and its players for the purpose of skill development and lifetime enjoyment.

Pioneer Valley Juniors is a highly successful, family oriented, club volleyball program that is committed to the development of every single athlete in each and every one in our programs.

### **Highly Successful:**

Pioneer Valley Juniors is one of the top volleyball clubs in the New England Region winning back-to-back 18 Open Championships in 2010 and 2011 along with a 15's Championship in 2012. We measure our success by far more than just what the scoreboard says or a team record. Program unity, the development of well-rounded persons and creating an enjoyable atmosphere is equally important to us as wins and losses.

### **Family Oriented:**

Pioneer Valley Juniors is committed to putting our member families above any other goal. When the directors and staff are faced with making a decision we ask the following question: What is best for our athletes and their families? We are the NEXT GENERATION VOLLEYBALL CLUB and have a duty to help grow and prepare our athletes to become successful adults.

### **Every Single Athlete:**

Pioneer Valley Juniors is committed to providing the best in player development, no matter the age or level. While we are known for our highly competitive Open program, we are equally proud of our youth introductory clinics and regional teams. Every year we strive to offer the very best programs possible for every age and level. What makes us unique to many surrounding clubs is our program mentality. During one club season, every athlete of ours will receive instruction from at least 10 different coaches on our staff including our directors.

---

# THE NEXT GENERATION VOLLEYBALL CLUB

---



## PV JUNIORS QUICK FACTS

---

- PV Juniors was founded in 2009 and is a 501(c)3 non-profit organization
- PV Juniors has been the largest club volleyball organization in Western Massachusetts since 2010
- PV Juniors currently serves over 300 players with over 30 certified coaches
- PV Juniors has continued to grow at a consistent rate for the past seven years and continues to offer more competitive and more diverse training opportunities each year
- Since our founding in 2009, over 70 players have gone on to play in college
- In 2010, the PV 17-1 team won the New England Region 18 Open Championship. A big feat for a 17's team since a few players were eligible for 15's & 16's!! That team also won the 2011 New England 18 Open Championship the following year!
- 2010 Girls 17 Open Great Nor'easter Champions
- 2011 Girls 18 Open Mizuno Winterfest Champions (Boys & Girls!)
- In 2012, PV 15-1 won the New England 15 Championship.

## PV JUNIORS MANAGEMENT TEAM

---

### George Mulry, Co-Director

- Executive Director of the International Volleyball Hall of Fame
- Co-Founder of Pioneer Valley Volleyball Academy (PV Juniors)
- Girls Volleyball Coach at Longmeadow High School – Western Mass. Champions 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2015
- Founder of “Spike It for Life” which supports cancer education & awareness
- Board Member: Western Mass. Sports Commission (GSCVB) and Treasurer of the Greater Holyoke Chamber of Commerce Foundation
- Retired PAVO “State” rated official

### Sean MacDonald, Co-Director

- Co-Founder of Pioneer Valley Volleyball Academy (PV Juniors)
- Girls Volleyball Coach at Frontier Regional – Western Mass. Champions 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016. STATE champions 2005, 2006, 2010, 2011, 2012, 2013, 2014, 2015
- MGVCA Hall of Fame – 2014
- Current PAVO “State” rated official

### Stefanie Mulry, Bookkeeper

- Ameriprise Financial
- UMass Graduate with Finance Degree



## SECTION 2: PROGRAMS AND SERVICES

PV Juniors is driven to become the premier volleyball and athletic fitness training organization in Western Massachusetts by offering a full range of programs, activities and events for our members.

### GIRLS AND BOYS TRAVEL TEAM PROGRAMS

Club volleyball is a way for young athletes to learn the skills, mental drive, and love for the game of volleyball. PV Juniors strives to challenge the athletes to achieve their goals and provide a fun fair environment to learn the game. PV Juniors Club Volleyball is open to all interested players of all ability levels. Teams are formed after several weeks of practice/try-outs based on ability and commitment levels.

Each team is presented with opportunities to play in the highest level tournaments (USA Junior Olympics and/or AAU) and a variety of league tournaments for all teams no matter how diverse in age, or skill level.

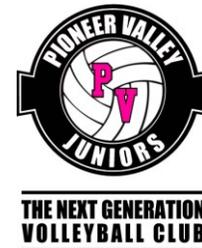
PV Juniors and USA Volleyball require background screenings for all member adult affiliates with our Junior Teams, Referees and Tournament Staff. These backgrounds are very strict to ensure that your child is around safe and upstanding role models.

#### **REGIONAL TEAMS – GIRLS ONLY**

Regional teams compete against other New England Region Juniors clubs and the tournament sites are generally less than a two-hour drive. However, some teams may have to drive to the Cape, CT, RI, NH or even ME. All players are responsible for their own transportation to and from practices and tournaments. Practices are approximately 2 hours, 1 time per week and are held either Saturday or Sunday. The five tournaments (which begin early March) are generally all day affairs and held on Sundays only. Teams are formed based on age, number of participants and skill level. USAV Age groups are 12's, 14's, 15's, 16's, 17's, and 18's.

#### **OPEN TEAMS – BOYS AND GIRLS PROGRAMS**

Open teams are made up of the elite and more experienced players in the area. These teams are required to qualify for play in the Open League and will play against the highest level of competition which may include teams from all over the United States and Canada. Pioneer Valley Juniors will attempt to field teams in the 15's, 16's, 17's, and 18's age groups if there is enough interest and we feel the teams will qualify. In addition to the regular tournament schedule, these teams will play additional all-weekend tournaments starting mid-January. Players selected for a Girls Open team will practice twice per week. Boys teams will practice at least once per week.



## **GIRLS HIGH SCHOOL SUMMER LEAGUE**

---

A perfect blend of competition and training to get you ready for your school season. The PV Juniors summer league features 7 weeks of games and an end-of-season Tournament. You may sign up as a team or come to one of our tryouts to get placed on a team. League registration opens in May via the PV Juniors website.

## **SUMMER NIGHTS CLINICS**

---

The PV Juniors Summer Nights Clinic provides a great opportunity for boys and girls from any school or club to enhance agility, skills and technique outside of regular season training. Geared toward players of all levels, participants receive training in the skills of passing, setting, attacking, serving and defense. Through drills, games and competition, emphasis will be placed on court movement and ball control. Our coaches use cutting edge apps to give you immediate video feedback on skill execution including the ability to show you side-by-side videos of your progressions. Don't just listen to what you need to work on...see it for yourself! Registration opens in May on PV Juniors Website.

## **COACHING EDUCATION**

---

PV Juniors has a reputation of supporting and training coaches at all levels of competition in Western Massachusetts. It is important to PV Juniors to continue to improve upon the level of coaching offered at all levels of competition and throughout all of our program services. We are constantly investing in our coaches through camps, clinics and other impactful resources to continue to bring our players the most up to date and BEST coaching methods.

## **CLUB COMMUNICATIONS**

---

PV Juniors will use e-mail blasts, website, Facebook, Twitter and flyers periodically handed out to players to share information. Our coaches are part-time, so in most cases, the Directors will send e-mails to parents and players. However, we encourage our coaches and parents to set up direct e-mail correspondence with coaches once teams are chosen.

Frequently, pre-tournament information is often delayed and/or vague. The club directors will release the information as soon as it becomes available. Please understand that sometimes last minute changes are made and we will do our best to inform you ASAP.



## SECTION 3: GIRLS & BOYS CLUB TRAVEL TEAM INFORMATION

The primary objective of club volleyball is to give individuals the training and playing experiences necessary to improve their overall volleyball skills.

### ELIGIBILITY, REGISTRATION & INSURANCE

All school-age athletes, elementary through high school and from ANY TOWN OR SCHOOL, are eligible to participate in PV Juniors. All players must be registered as a member of USAV. This registration is necessary for any player to participate in USAV sanctioned tournaments and for the individual to receive secondary limited insurance coverage. Registration instructions can be found on our [pvjuniors.com](http://pvjuniors.com) website under your selected program.

***You must have a current USA Volleyball membership to tryout and it is not refundable once you pay it! This is a NEW ENGLAND REGION policy. Not just PV Juniors.***

Medical and liability insurance from USAV covers practices, sanctioned events and competitions. The USAV medical release form must be completed prior to participating in your first tryout.

PV Juniors structures its programs to be in full compliance with all USAV, New England Region, AAU, MIAA, PVIAC, CIAC, NJCAA and NCAA rules and policies. However, we strongly urge all members and parents to educate themselves on region institutional rules to avoid infractions.

### CLUB TEAM TRYOUTS

The tryouts and play days are used to determine which team a player will participate on. Many factors, such as age, ability, volleyball experience, position, and the number of registered players, go into deciding team placement. Because we have established limits on the number of players allowed on each team (10-12), it may become necessary to use the tryouts to decide which players will be allowed to participate during the season. **Players will only be cut if absolutely necessary.** This would only occur if we had more players registered than available roster spots. We have never had to cut ANYONE in the past but we reserve the right to do so.

If necessary, some players may be asked to move up to an older age division. Players will only be moved up if the coaches and the Board feel the player can compete at that level. At the Club Level, players may ask to be grouped with other players from the same school to facilitate car pooling, etc.



## COMMITMENTS OF A JUNIOR PROGRAM PLAYER

---

When you are selected to play on one of PV Junior's teams there are responsibilities that come with that honor. We want to make you aware of those responsibilities and let you know what PV Juniors will provide in return. We know your commitment to a PV Juniors team will expose you to high quality volleyball, provide you with a valuable educational experience and allow you to develop lifelong friendships.

- A. A non-refundable deposit/financial commitment is required by each player selected to play on a PV Juniors team. This deposit is due, in full, on the day of selection of the team.
  
- B. All items listed in the budget will be covered by your fees, including:
  - a. Coaches: Registration, travel, stipend
  - b. Facility costs, insurance, general liability
  - c. Gym Time for practice – Open/National level 2x per week, Local/Regional 1x per week
  - d. High Quality Coaching
  - e. Equipment (Quality leather game balls, medical/first aid kits, etc.)
  - f. Uniforms
    - i. 1 or 2 uniform shirts – must be returned at conclusion of season
    - ii. Long Sleeve Warm-up Shirt
  - g. Recruiting information & assistance with colleges
  - h. Administration fees
  - i. Website exposure
  - j. Tournament Entry Fees
  
- C. Extra expenses which are NOT INCLUDED:
  - a. Making a Recruiting Video
  - b. Private Instruction
  - c. Travel to Tournaments including all food and hotel expenses
  - d. Additional tournaments not already included in Local/Regional or Open/National program fees.



## PV JUNIORS MEMBER CODE OF CONDUCT

---

Membership in PV Juniors carries with it certain responsibilities to the organization, particularly in the area of conduct. All members are responsible for being familiar with the Code of Conduct.

Players, coaches, and parents should have a general knowledge of USA Volleyball, AAU, MIAA and New England Region rules and regulations.

**Recruiting of any players who are known to be members of another club by any Club Representative (defined: a USAV adult member associated with a club) is strictly prohibited and can affect your position within the club.**

During or between matches, no player, parent or coach shall make any disparaging remarks about, or gestures towards, any player, team, coach or official. Positive remarks and expressions are the only acceptable ones. Profane or abusive language or behavior by any member of PV Juniors or any parent or spectator will result in removal from the playing facility and possibly the club. Abusive or aggressive behavior toward a coach, player, or team will result in the removal from membership in the club. Good sportsmanship is expected at all times. Coaches, players, and parents will exhibit behavior of gracious winners and losers. Non-participants are not allowed in the bench area once a team has taken possession of the bench area. Non-registered and unauthorized individuals are not allowed on team benches.

Players and parents are responsible for leaving all facilities neat and clean. When participating in practice or tournaments, players and coaches should not leave personal property or team belongings unattended.

At no time, should a player be sent out of a facility alone or left anywhere unattended. This includes hotels and locations where traveling, practicing or competing.

With the popularity of social networking, any members with personal websites (Facebook, Twitter, Instagram, etc.) found to have photos which are inappropriate and with PV Juniors logo items in view, will be asked to remove such items or face suspension from the club.

No coolers, food or drinks will be allowed in any gym in which we are participating unless authorized by the home club or facility.

PV Juniors has established a volleyball program in which everyone can be proud to be a part of. We consider ourselves elite. To continue this tradition, a positive commitment from coaches, players and parents is required.



## PV JUNIORS PLAYERS RULES & POLICIES

---

PV Juniors is a prominent club in the Northeast. We expect our athletes to act in a courteous manner throughout the season. Athletes disobeying either club or USAV rules, or acting in a manner deemed inappropriate by the staff, may be disciplined or expelled from PV Juniors by the Directors. If expulsion from the program is required, there will be no financial compensation and remaining club fees will still be due.

Every member of PV Juniors will be offered training through practices. Playing time is based on practice and event performance of the athlete as viewed by the team coach and the PV Juniors coaching staff. Court time at major competitions (such as Regional Championships, National Qualifiers and National Championships) will be geared toward the best line-up. Local court time should be more evenly distributed. Equal playing time is NOT guaranteed.

Any member found to be in possession of alcohol, tobacco, or illegal drugs on the premises of any practice or tournament facility will be immediately expelled from the program.

Players must call, e-mail or text their coach at least one hour before practice if they will not be in attendance. Athletes who miss practice are missing valuable information and training time and, potentially, may have their playing time decreased. To emphasize player responsibility, we do not want parents to call on behalf of their child (with the exception of the 12 and under parents/players).

Transportation to all tournaments and practices is the responsibility of the players and their parents however, when flying to a tournament, transportation will be provided for the players.

### TOURNAMENT POLICIES

Teams will arrive at the playing site at the posted ENTER time. For convention center tournaments teams will arrive at least 45 minutes prior to their first match (45 minutes for refereeing and 1 hour for playing the first match).

If an athlete cannot be at a tournament, he/she must inform the coach as soon as they know they will be absent so the coach can make appropriate changes to practices or lineups. It is the athlete's (not the parent's) responsibility to make arrangements with the coach.

**Athletes may not leave a tournament site until excused by the coach. No player is permitted to leave a tournament site until all team responsibilities are completed. This includes officiating as a work team. To do so is grounds for dismissal from the club. Special permission can be granted by the coach if requested PRIOR to the tournament beginning.**



## **PRACTICE POLICIES**

Always arrive at least 15 minutes prior to your practice time. We have limited gym space and to avoid another team's practice starting late or your practice running short, every athlete must be dressed, warmed up and ready to go at the practice time listed.

Volleyball shoes should be carried into practice and tournament venues and only worn for practice and games to ensure the shoes last longer and our facilities remain clean. You are responsible for bringing your PV issued volleyball to EVERY practice and tournament.

Practices are for you, the athlete, to improve skills. You get out of it what you put into it...always give 100% of the energy you have at that moment into practice. You play how you practice!

## **PV JUNIORS COACHES RESPONSIBILITIES**

---

Our coaching staff must be committed to have up to date knowledge to teach the fundamentals of the game and the ability to motivate our players to their maximum level of performance. They must have patience and, above all, the ability to communicate with positive reinforcement and to assist each player in any way possible to achieve the goals established by that player.

As a coach, you need to be aware of the impact you will have on your players -- not just in their athletic endeavors, but in life, long after their organized sports playing days are over.

Being a coach is a tremendous challenge and responsibility, but it's also very rewarding. As players grow and develop from the inexperienced athlete you may first see at practice to the young person they will become as a leader of the team, their school, or community, you know your positive support and guidance has had an impact in their life. When you see a player sacrificing personal accomplishments for the good of the team and giving the best effort they can with a smile on their face, you will know your direction had a positive effect not just in the game but also at home and in school.

The role of the coach is that of a leader, teacher, counselor, and sometimes psychiatrist! You need to reflect on each of these roles as you prepare for the upcoming season. Remember to take the time to develop your skills and to always be an example of good behavior to your players, opponents, officials, parents and fans. As you do this, the growth that will take place in you and the athletes will make both of you better people.

Use this opportunity to create a positive and rewarding experience for your players. If you do, they will never forget you.



## PV JUNIORS PARENTS RULES & POLICIES

---

Finally, our parents must be committed to the program as established by the coaching staff and should maintain a positive attitude toward the program at all times. Parents must eliminate their own ego from the process and see the game without parental eyes. Parents should become knowledgeable of the game to understand how it is played and appreciate the efforts of ALL the players. It is extremely important to the maintenance of our program and to the accomplishment of our goals that coaches, players, and parents maintain a positive attitude. So much can be accomplished if we believe in and are committed to the same system.

In the past, three negative complaints have been heard from parents, which served only to limit the overall success of the team and the club. They are as follows:

My daughter is on the wrong team – This generally means the player is not on what is considered to be “the number one team”. Very rarely does anyone ask to move down. Methods used to assign players to teams are based on an evaluation conducted in a professional manner based on the consensus of three to six eminently qualified individuals. Time has shown that team assignments are made fairly with few mistakes. Players have been and will continue to be moved if the qualified individuals feel that it is in the player’s best interest to do so. If you think that a mistake has been made, please discuss it first with either George Mulry or Sean MacDonald, in private, before involving the player.

My daughter is not playing the right position – Often times a player is the shining star on their high school or middle school team at a particular position and may not receive playing time at that position in PV Juniors. There are several reasons for this. First, we all have to remember that the competition within the club is a lot stronger than on most school teams; therefore, the competition for each position is more intense than in a school environment where the number of skilled players is limited. Second, the coach may have a particular need at a certain position and the player is the only one with the requisite skills to fill that need. In any event, talk to the coach first about any concern you may have and then support the coach’s decision. **One further note: Do not, under any circumstance, corner the coach at a tournament.** A meeting time should be scheduled to discuss such a matter. PV Juniors requires a “24-hour rule” for parents to talk to coaches about issues with his/her child’s playing time, team, etc. See our policy which is detailed later in the handbook.

My daughter is not playing enough – This can be a common question *or complaint*. When playing for PV Juniors at the elite level, players will not always play the same amount of time. We cannot provide a guarantee of playing time. PV Juniors does provide a guarantee of the right to practice with players of equal or better ability and, through hard work, to improve skill levels and to compete for the opportunity to play. **Playing time is earned, not rewarded. Negative comments directed to other parents, coaches and players concerning**



**offensive schemes, defensive schemes, players' positions, who is playing, etc. or providing excuses for poor performance have no place in our program. Help maintain an excellent program by supporting coaches and players with a positive attitude.**

**\*\* Repetitive complaining to the athlete(s), directors or to a third party that interferes with the club's efforts to pursue its' stated mission and purpose may be a cause, in the sole determination of the club, to ask the member to resign.\*\***

PV Juniors does not have a closed practice policy. We know many parents enjoy watching and can sometimes be bored otherwise. We have found, however, that coaches are more productive in a closed practice environment. This creates a much more professional and positive learning environment for your child as well as reduces the potential for negative comments which ultimately come from *SOME* parents. Secondly, we have found the vast majority of athletes (especially the younger ones) learn more and perform better without the constant influence of parents. In short, they often see and hear the parent's actions and comments which can be negative. So, parents are welcome to sit in on practices but please refrain from interacting with the athletes and coaches during their on-court time.

As stated previously, PV Juniors is a renowned club in the Northeast. Just as we expect certain actions of our players, we also ask the same courteousness and politeness of our players' parents. Parents should refrain from any unsportsmanlike conduct that could embarrass the club or penalize a team. Parents disobeying club or USAV rules, or acting in a manner deemed inappropriate by the Directors, may be expelled from PV Juniors by the Directors.

Parents will not be permitted to discuss the coaching philosophies with the coaches at a tournament. We at PV Juniors ask that, if a parent is upset about something with a team, he/she will abide by the "24 Hour Rule" and wait 24 hours before discussing the matter with the coach. If further problems arise, please contact the Directors of the club who may schedule a meeting with the coach, Directors and parents all together. (Please see Grievance Policy and Procedures for additional info).

## **PARENT PARTICIPATION**

Participation by parents is a crucial part of the success of the PV Juniors program. The club attempts to keep costs and fees to a minimum by making use of volunteer help whenever practical. We know the importance of good parental involvement and welcome your assistance in our program.

Because of the long tournament day, it is recommended that each player/team bring food and drink (when allowed). Parents should provide nutritious energy efficient food and water for players before and after matches during a tournament day. Often there is neither time nor transportation to run out and eat between matches.



## GRIEVANCE POLICY & PROCEDURES (24 HOUR RULE)

---

Knowing when to communicate and how to communicate with your athlete's coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time.

Athletes should be encouraged to talk to the coach when a problem arises (playing time, position or unclear expectations in practice or competition, etc). The appropriate manner for the athlete to approach the coach is to ask what the athlete needs to do in order to receive more **opportunities** to play or to accomplish a goal. Parents can best help their athlete by guiding them through this process and supporting communication with the coach. **Athletes should be the one to approach a coach regarding "coaching decisions" not the parents.** "Coaching decisions" include, among other things: practice organization, playing time, positions, substitutions, etc.

The amount of time an athlete is on the court is the result of a complex determination, *in that coach's opinion*, of the athlete's ability, the athlete's potential, the team's needs/game strategy at the moment, the number of subs remaining and the team's needs for the future. The coach will not be required to defend his/her thought process or conclusions in these determinations. It should be expected, however, that the coach be able to relay information to the athlete to explain the athlete's current status on the team and what the athlete needs to improve upon to resolve the concern. It is improper for a parent to make such a request.

In addition, PV Juniors instructs coaches not to discuss any athlete other than the parent's own or the actions of any other PV Juniors coach. If you, as a parent, have legitimate concerns about a coach other than your athlete's coach, or with an athlete other than your own, you must address the Directors.

### POLICY ORDER:

1. The athlete should first speak to the coach about the matter. If the matter remains unsolved, or the athlete has a reasonable concern that speaking to the coach will not resolve the matter, then move on to Step 2.
2. The parents should speak or meet with the coach. Parents and/athlete should contact the coach via text or e-mail to set up a meeting time (never during a tournament).
  - a. A parent should never approach a coach at a tournament. We have instructed the coaches to follow the "24 Hour Rule", to refuse to discuss any controversial matter and to refer the parent to the Directors. The coach will then walk away.
  - b. The recommended time for a parent to schedule a meeting is usually before or immediately following a scheduled practice.

If the matter remains unresolved or if the parent has a reasonable concern that speaking with the coach will not resolve the matter, then proceed to Step 3.



3. The parent may speak to the Director(s) and request a meeting with the coach(es) and Director(s) together.
  - a. In certain situations, PV Juniors may request the athlete also attend.
  - b. Meetings must be previously arranged. This will not take place at a tournament site.
  - c. The Director(s) will not engage in discussions about coaching decisions.
4. Refunds and Deposits for Club Team Programs. If a player drops out prior to having been assigned to a team, the amount paid will be refunded minus a \$50 tryout fee. If a player drops after having been selected to a team for a medical reason (doctor's note required), fees will be refunded based upon the full fee due and based on the following schedule:
  - a. Girls Club Team Program: 50% if by 2/1, 25% if by 3/1, 3/2 or later no refund.
  - b. Boys Club Team Program: 50% if by 1/1, 25% if by 2/1, 2/2 or later no refund.
5. Any dispute with the Club must be submitted to the Club in writing, including the date of incident. For injuries, Dr. notes including type and length of disability must be submitted.
6. All issues or disputes, regardless of nature or source, must follow the previously detailed club "Policy Order" as stated in 1-3 above.

The athlete and parents **SHOULD**:

1. The athlete should approach the coach to ask for a meeting time to be set. (Consider texting or e-mailing the coach to set a meeting time).
2. Expect meetings to be at a location other than a tournament.
3. The meeting should be between the coach(es) of the team and the player.
4. If the concern remains unresolved, the parent should approach the coach to ask for a meeting time to be set.
5. The meeting should be between the athlete, the coach(es) and the parents.
6. If the concern still remains unresolved, the parent should contact the Director(s) for intervention.

The parent or athlete **SHOULD NOT**:

1. Never confront a coach during a practice or during tournaments.
2. Expect meetings to be set during practice or tournament participation.
3. Attempt to "compare" or evaluate another athlete.
4. Use profanity towards the coach(es)
5. Harass or threaten the coach(es)
6. Discuss their concerns with any other parents or players until resolved with the coach(es).
7. Contact coach(es) at any time in violation of this policy.

**Coaches have been instructed to reference proper procedure and walk away from any parent that approaches them during a tournament to discuss any controversial matter.**



## STAY TO PLAY TOURNAMENT POLICY

---

Some tournaments we attend have implemented a “Stay to Play” policy. This policy requires teams attending the tournament stay in approved selected hotels. If the teams do not stay at the tournament selected hotel, the team will be dropped from the tournament by the tournament management. PV Juniors will select the best possible hotel(s) based on availability, price, and proximity to the playing venue and will communicate this information to our parents. All parents will be required to make their reservations at the selected “Stay to Play” hotel(s) in order to participate in the tournament. This information will be provided to the teams as far in advance of the tournament date as possible. Rooms must be booked within the “Stay to Play” deadlines in order to ensure room availability.

## COLLEGE VOLLEYBALL ASPIRATIONS

---

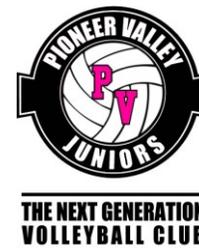
It is expected that a number of players on our top level teams hope to continue their volleyball careers in college. The club experience is becoming a MUST in order to compete at the intercollegiate level, especially for those hoping to obtain athletic scholarships. Also, with the NCAA recruiting calendar, it has become increasingly important for high school sophomores and juniors to be active and organized in their recruiting process. Our program will assist any players wanting to market themselves to college coaches.

Each season, recruiting seminars will be made available to the parents and players of our boys and girls club team programs who are interested in obtaining information about the college recruiting process. The dates and times for these seminars will be posted on the website and included in our e-mail communications. These tools are provided by PV Juniors to assist with the recruiting process but success in this area is heavily reliant on the actions of the athlete. Please be aware of the concept that the college is recruiting the athlete – not the parent or the PV Juniors staff member. The athlete must take an active role in this process to be successful. **PV Juniors does NOT promise any scholarship offers to college.**

## WEATHER ANNOUNCEMENTS

---

*New England is known for its' constantly changing weather. In the event of severe weather, practice or an event will be cancelled.* Announcements will be posted on our website, our Facebook Page, Twitter and sometimes through e-mail. You will be asked to provide contact information at the start of the season so you can stay informed of any scheduling changes. **DO NOT TRAVEL IF YOU DO NOT FEEL COMFORTABLE DRIVING! JUST NOTIFY YOUR COACH!** Please expect tournaments to occur as scheduled unless the city the tournament is located in has declared a state of emergency or the facility forbids access. This is RARE!



**SECTION 4: FINANCIAL INFORMATION & POLICIES**

**PAYMENT POLICY**

All payments for non-travel season services which include lessons, skill sessions, clinics, leagues and day tournaments are due upon registration by check, credit card or cash. Payment for club team programs which includes Regional, Open and Boys’ teams must be made by monthly bank draft, monthly credit card authorization or full pre-payment according to the fee structure below and posted on pvjuniors.com.

**CLUB TEAM PROGRAM FEE STRUCTURE**

<b>Girls Open Teams (ages 15,16, 17, 18)</b>	<b>Girls Regional Teams (ages 12-18)</b>	<b>Boys Teams (ages 14-18)</b>
30-34 Practices	15-20 Practices	12-15 Practices
8-10 Tournaments	5-7 Tournaments	6-8 Tournaments
Open Uniform Package	Regional Uniform Package	Open Uniform Package
<ul style="list-style-type: none"> <li>• \$50 tryout fee</li> <li>• \$100 Refundable deposit at registration</li> <li>• \$450 Downpayment when selected to team</li> <li>• \$175 per month/3 month plan</li> </ul>	<ul style="list-style-type: none"> <li>• \$50 tryout fee</li> <li>• \$100 Refundable deposit at registration</li> <li>• \$150 Downpayment when selected to team</li> <li>• \$110 per month/2 month plan</li> </ul>	<ul style="list-style-type: none"> <li>• \$50 tryout fee</li> <li>• \$100 Refundable deposit at registration</li> <li>• \$150 Downpayment when selected to team</li> <li>• \$160 per month/2 month plan</li> </ul>
Discount available for full prepayment of fee.	Discount available for full prepayment of fee.	Discount available for full prepayment of fee.

**\$50 Tryout Fee and a Deposit of \$100 are required at time or registration.**

**The total club fee for each division is a financial commitment for the total amount. The payment schedule is the method PV Juniors uses to break the total club fee into monthly payments to assist in the affordability of the program.**



## PAYMENT DEFAULT POLICY

---

PV Juniors is a 501(c)3 non-profit corporation. Unpaid dues represent funds not available to meet the club expenses. Any player delinquent in club fees will have their parent/guardian notified by the club and the player may be suspended from participating in any club/team or PV Juniors activity and any club transfer request will be denied until the account is in good standing. PV Juniors reserves the right to inform USA Volleyball that a player is not in good financial standing with the club. Should a player remain in default, PV Juniors reserves the right to place the player account in “bad standing” which may also affect their status with other affiliated organizations.

## INVALID CREDIT CARD & RETURNED CHECKS

---

In the event a credit card needs to be charged and is later found to be invalid, an additional \$25.00 fee will be added to the bill and, if the payment is NOT made in full within 10 days, your daughter or son will be ineligible to practice or play until the payment is settled with the PV Juniors office. Notification will be delivered through e-mail, therefore, it is the parent’s responsibility to verify a current e-mail address is on record. Returned checks will be charged a \$50.00 processing fee. Once again, if not paid in full within 10 days of the returned check e-mail notice, your daughter or son will be ineligible until the full payment is settled with the PV Juniors office. Any overdue payments will incur an additional 10% late fee.

### All payments can be made online or sent to:

PV Juniors  
16 Tanglewood Lane  
Feeding Hills, MA 01030

Questions can be directed to: [stef@pvjuniors.com](mailto:stef@pvjuniors.com)

## REFUNDS & MEDICAL DROPS

---

If a player drops out prior to having been assigned to a team, the amount paid will be refunded minus the \$50 tryout fee. If a player drops after having been selected to a team for a medical reason (doctor's note required), fees will be refunded based upon the full fee due and based on the following schedule:

- a. Girls Club Team Program: 50% if by 2/1, 25% if by 3/1, 3/2 or later no refund.
- b. Boys Club Team Program: 50% if by 1/1, 25% if by 2/1, 2/2 or later no refund.

Any player leaving the program for a non-medical reason is expected to fulfill their financial obligations for the entire season.



## SECTION 5: SAFESPORT

PV Juniors participates in the USAV SafeSport Program. This model educates administrators, coaches, parents and players through a comprehensive nation-wide system.

The United States Olympic Committee has adopted the SafeSport Program, dedicated to the principle that “Athletes will perform better, soar higher, and get more from sport if they feel safe. SafeSport seeks to create a healthy, supportive environment for all participants. Through education, resources, and training, we help members of the sport community recognize, reduce, and respond to misconduct in sport.”

### SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS POLICY

PV Juniors recognizes the prevalence of electronic communication and social media in today’s world. Many of our student-athletes use these means as their primary method of communication. While the Club acknowledges the value of these methods of communication, the Club also realizes that there are associated risks that must be considered when adults use these methods to communicate with minors.

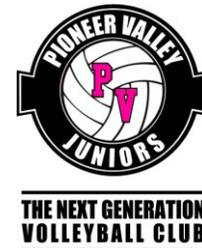
#### GENERAL CONTENT

All communications between a coach or other adult and an athlete must be professional in nature and for the purpose of communicating information about team activities. The content and intent of all electronic communications must adhere to the USA Volleyball Code of Conduct regarding Athlete Protection.

For example, as with any communication with an athlete, electronic communication should not contain or relate to any of the following:

- *Drugs or alcohol use;*
- *Sexually-oriented conversation; sexually explicit language, sexual activity*
- *The adult’s personal life, social activities, relationship or family issues, or personal problems; and*
- *Inappropriate or sexually explicit pictures*
- *Note: Any communication concerning an athlete’s personal life, social activities, relationship or family issues or personal problems must be transparent, accessible and professional.*

Whether one is an athlete, coach, board member or parent, the guiding principle to always use in communication is to ask: “Is this communication something that someone else would find appropriate or acceptable in a face-to-face meeting?” or “Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient’s parents, the coaching staff, the board or other athletes?”



With respect to electronic communications, a simple test that can be used in most cases is whether the electronic communication with athletes is **Transparent, Accessible and Professional**.

**Transparent:** All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.

**Accessible:** All electronic communication between coaches and athletes should be considered a matter of record and part of the Club's records. Whenever possible, include another coach or parent in the communication so there is no question regarding accessibility.

**Professional:** All electronic communication between a coach and an athlete should be conducted professionally as a representative of the Club. This includes word choice, tone, grammar and subject matter that model the standards and integrity of a staff member.

If your communication meets all three of the **T.A.P.** criteria, then it is likely your method and manner of communication with athletes will be appropriate.

### **FACEBOOK, INSTAGRAM, TWITTER, BLOG, SIMILAR SITES, and TEXTING**

Any communication between a player and coach needs to be appropriate and related to volleyball and team topics. The Club recognizes there are many ways communication can take place, including face to face, phone calls, words written on paper, email, texts, a Facebook or Twitter message, and others. Any communication between players and coaches needs to be appropriate, relevant, and within the USA Volleyball Codes of Conduct and Ethics, regardless of the way the communication was sent. Instant communication should only take place between the hours of 7am and 10pm, except in cases of emergency.

### **EMAIL**

Athletes and coaches may use email to communicate. When communicating with an athlete through email, a parent, another coach or a board member must also be copied.

### **REQUEST TO DISCONTINUE ALL ELECTRONIC COMMUNICATIONS**

The parents or guardians of an athlete may request in writing that their child not be contacted by coaches through any form of electronic communications. Immediate compliance without repercussion must be granted.

### **MISCONDUCT**

Social media and electronic communications can be used to commit misconduct (e.g. emotional, sexual, bullying, harassment and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our Participant Safety Handbook.



## **VIOLATIONS**

Violations of the Club's Social Media and Electronic Communications Policy should be reported to your immediate supervisor, a Club administrator or the Regional SafeSport Officer for evaluation. Complaints and allegations will be addressed following the appropriate procedure.

A USA Volleyball participant or parent of a participant who violates this policy is subject to appropriate disciplinary action, including but not limited to: suspension, permanent suspension and/or referral to law enforcement authorities.

## **TRAVEL POLICY**

---

PV Juniors has some teams that travel regularly to play in tournaments and some where travel is limited to a few events per season. PV Juniors prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Volleyball SafeSport Handbook.

PV Juniors has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's experience while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice and local tournament ("local travel") and team travel involving an overnight stay ("team travel").

### **LOCAL TRAVEL**

Local travel occurs when PV Juniors does not sponsor, coordinate or arrange for travel. Players and/or their parents/guardians are responsible for making all arrangements for local travel. The team and its coaches will not take responsibility for arranging or coordinating local travel. It is the responsibility of the parent/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including but not limited to: a valid driver's license, automobile liability insurance, a vehicle in safe working order and compliance with applicable state laws.

**Club representatives, including coaches, are not permitted to transport players to practice or tournaments in their private automobiles, or individually by themselves at any time with an unrelated minor.**

### **TEAM TRAVEL**

Team travel is overnight travel that occurs when PV Juniors coordinates or arranges for travel so our team can compete regionally or nationally (National Qualifier/National Championship).



Transportation to all tournaments and practices is the responsibility of the players and their parents however, when flying to a tournament, transportation will be provided for the players. For tournaments that do not have a “Stay to Play Policy”, parents may choose to stay anywhere they prefer as long as players report at the time and place designated by the coach. For travel requirements at tournaments with a Stay to Play Policy please see the “Stay to Play” section above as it is extremely important.

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a player (unless the coach is the parent, guardian or sibling of the player). The coach will establish a curfew by when all players must be in their rooms or in a supervised location. Regular monitoring and curfew checks will be made by at least two properly background screened adults. At no time should only one adult be present in a room with players, regardless of gender.

Individual meetings between a coach and a player may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present, with at least one of those adults being the same gender as the player.

The Director(s) and coach will make every effort to accommodate reasonable parental requests when a child is away from home without a parent. If any special arrangements are necessary for your child, please contact the club Director who can either make or assist with making those arrangements.

No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their coaching and/or chaperoning duties.

Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules. Coaches will support chaperones and/or participate in the monitoring of players for adherence to curfew restrictions and other travel rules. If disciplinary action against a player is required while the player is traveling without his/her parents then, except where immediate action is necessary, parents will be notified before any action is taken, or immediately after.

### **ADDITIONAL POLICIES**

Players are expected to remain with the team at all times once they enter the venue and join the coach for the tournament. Players are not to leave the competition venue, the hotel, restaurant or any other place at which the team has gathered without the permission/knowledge of the coach, parent or chaperone.