



GEVA Recruiting and Commitment Policy 2024-2025

OVERVIEW

The Content of the GEVA Juniors Recruitment and Commitment Policy for the 2024 - 2025 season remains basically the same. The membership types have changed to better serve our membership and lessen confusion when registering. There are also a few clerical edits and some noted emphasis.

The 2024-2025 edition of the policy is effective, as of June 1, 2024 and will remain in place until August 31, 2025. It will continue to be reviewed periodically as we continue to move forward and grow as a region.

For tryouts authorized by GEVA, between August 11, 2024 and September 1, 2024, Players must either have a current (2023-2024) Full membership which includes either Developmental or Competition types or a 2024-2025 tryout membership.

Or the new GEVA/ USAV tryout membership, the specifics of this membership are published and available in the mMembership section on the GEVA website. This membership is currently available for purchase and will be activated as of August 11, 2024. This membership is good for tryouts only.

There is also a Summer Development Membership available for 2023-2024. This membership is not rosterable, but allows for all other activities including authorized tryouts. Any other membership taken after 8.1.2024 will be a 2024-2025 season membership and will become active on 9.1.2024.

Instructions are available to all potential members on the GEVA website. All 2023-2024 memberships expire on 8.31.2024.

You must bring proof of the USAV registration to any GEVA Authorized Tryouts. You can use this for all tryouts you attend but be aware each club usually has a separate tryout fee.

Membership options for Junior Players have changed as noted above. The former Junior Development Membership will not be an option until later in the season.

The Junior Competition Membership remains and allows for Junior Members to participate in camps, clinics, and tryouts as well as to continue to train, attend clinics



and other developmental events plus be placed on rosters for all GEVA / USAV authorized events after 9.1.2024

CAUTIONARY NOTES

Whether or not Clubs are Authorized by GEVA, they remain independent businesses. They are not required to conduct Authorized tryouts. You should be aware that if you attend any event, including tryouts that are NOT Authorized by GEVA your membership benefits including insurance are not in effect.

Clubs conducting tryouts prior to the GEVA Authorized tryout date(8.11.2024) are not eligible to participate in the GEVA Power League or compete for GEVA bids to USAV Junior National Championships.

A tryout is defined as any activity leading to, or asking for a commitment on the part of any member or potential member. This includes evaluation clinics, pre-tryout evaluations and the like. It also includes any activity that results in a promise of a future offer. Clubs may indicate to athletes affiliated with them from the previous season that they are welcome to return, but this is not to be in the form of an offer or commitment.

Recruiting and Commitment

There is significant information here. Read carefully and be an educated Administrator and Consumer.

In an effort to balance the competing needs of what is best for players and their families with those of the clubs and their membership, GEVA has adopted the following policy guidelines.

Remember this policy and the related processes guidelines replace or improve upon previous policy statements or processes.

GEVA will authorize tryouts beginning August 11th, 2024.

Offers to affiliate with a club or for spots on a specific team will often be made during or following these tryouts.

The GEVA policy in relation to offers and binding commitments, for the 2024- 2025 season, follow:



1. Authorized Clubs may send official offers of affiliation at any time on or after August 11th 2024 (not before) based on any criteria of their choosing. It is highly recommended that offers be made for a specific team. It is good practice for the Parent / Guardian and Player to be presented with as much information about the offer as they may need or desire to make an informed decision.
2. Club Directors or their associates will not put undue pressure on families to make a commitment. Threats of not finding a place to play, excessive phone calls or disparaging remarks about other clubs, promises of college scholarships are just a few examples of inappropriate pressure. You have the right to stop the recruitment process at any time by informing the club director in writing that you want them to end the solicitation. You should feel free to copy the Junior Director and if it does not cease you always have the right to file a Behavioral Incident Report.
3. Once an offer of affiliation is made, the offer MUST remain open and be valid for at least the day of the offer plus 72 hours (three full days) it may be longer, but not shorter at the club's discretion.
4. No Affiliations agreed to prior to August 15th 2024, will be honored by GEVA. No Affiliations offered and agreed upon prior to September 27th, 2024 will be considered binding by GEVA until October 1, 2024.
5. Affiliations are all managed by the GEVA Sportsengine MMS. Offers need to be made in writing or electronically verified. It is recommended that clubs still collect the signed acknowledgment of the GEVA Recruiting policy and the GEVA Parents Guide to Club Volleyball

For Parents / Guardians and Players

Please remember once you accept a position with a club you are responsible for any agreed-upon conditions stipulated by that club. GEVA will not interfere with their legal business transactions.

Once a player and their parent(s) or guardian(s) have affiliated and been bound to a club as described above they have completed their Recruitment portion of their season. They have now entered the participation portion and as such are no longer recruitable by other clubs. They will not be allowed to reverse that commitment. You, as a committed member are responsible for not participating in additional tryouts. Clubs can not see your commitment to another club, it is your responsibility to inform them. You do not need to disclose the affiliation if you choose not to do so. Clubs are not allowed to pressure you into making a decision immediately at tryouts. Demands to sign early or



place exuberant deposits should be avoided. This is a year-long commitment you are making. Please make an informed decision.

Once you make a GEVA recognized commitment,(October 1, 2024 or after) you are not permitted to attend additional tryouts without verified permission from the club you have committed to. Attending another tryout may result in the forfeiture of your eligibility for participation in the GEVA Authorized activities for the 2024 - 2025 season. By establishing the first Binding Date as October 1. 2023, we believe we have provided you with the opportunity to attend multiple tryouts and evaluate your options.

For All Members

Pre- Season Participation and recruiting season:

For Clarity

GEVA follows USAV policy to separate the year into two distinct season designations. For GEVA use they are delineated as the Participation and Recruiting Seasons. The Participation Season is defined as the date of a binding commitment and signing until the last day of competition (for all age groups) of the USA Volleyball Junior National Championships (BJNC or GJNC) or USA AllStar Championships, whichever is later for the individual player. Members are bound to the 2023 - 2024 Club the Recruiting season begins. The recruiting season remains open for all until an affiliation agreement is made between the member and the club. **IMPORTANT:** No commitment is binding for GEVA participation until the later of either October 1, 2024 or until the offer period has expired on offers made post September 27th. The Recruiting Season begins the last day of competition (for all age groups) of the USA Volleyball Junior National Championships (BJNC or GJNC) or or USA AllStar Championships, whichever is later for the individual player and extends until a Binding affiliation, as noted above, is made.

GEVA highly recommends that contact by Club Directors, Coaches, Parents or any other affiliated member or representative of a Club during the Recruiting Season, be done on a limited and highly professional basis. Club Coaches should be considerate of high school competitions and other important events.

NO CONTACT is allowed with affiliated players or their parents during the Participation Season. Contact is defined as any form of communication with a player or parent with the intent to recruit that player to participate at any level with a different club, in the



current or following year, including but not limited to practices, scrimmages, and tournaments.

Any player or parent has the right to stop the recruiting process at any time. The decision to do this does not need any other basis than the desire to have it stopped. to be based on harassment alone. If a player or parent has made the decision to play for a particular club long before the beginning of the season and wishes not to be contacted by other clubs, they should convey that, preferably in writing, to any person(s) contacting them. At that time, the party who contacted the player is obligated to cease all contact. They may also copy the Junior Director. If the contact continues, by any agent of the club, the player or parent has the absolute right to contact a GEVA representative and submit a behavioral incident report . GEVA will step in to protect its members from unwanted contact or harassment. The family or player must come forward with a written, formal complaint (behavioral Incident report) on which the region can take action. Verbal complaints are not sufficient to take action.

Recruiting Guidelines & Penalties:

Definition of Recruiting – To solicit players for the purpose of persuading them to try out or play for a specific junior volleyball club. Solicitation can be performed by any of the following individuals: Club Directors, coaches, or anyone acting on behalf of a junior volleyball club.

Acceptable Recruiting Methods – The following methods are acceptable if initiated by a club representative: Flyers, bulk emails, press releases, newspaper ads, social media or any printed material that is distributed to the masses. GEVA does not involve itself in assisting with this process.

Penalties – The following penalties may be imposed on any club that has a representative that is found in violation (by an Incident Review Committee) of violating the recruiting guidelines above.

1st Offense – \$500 fee and one-year probation from the date of the offense.

2nd Offense – \$1,000 fee and a possible one-year suspension of participation from the date of the offense.

3rd Offense – Lifetime ineligibility of membership with GEVA and notification to the National Office of USA Volleyball.



Players and their families are encouraged to investigate more than one club to determine which organization suits them best. Not all club organizations have tryouts. Some may simply have a registration procedure to follow in order to “join” that club.

Parents and players are encouraged to seek out the organization that can best serve the athlete. Many factors such as club goals and philosophies, practice and competition schedules, time commitments required, and financial commitments required are a few of the issues that need to be researched. Parents should request the club literature of many clubs and evaluate them to decide whether to attend a try-out session. Players can try-out for as many clubs as they would like prior to making a binding affiliation.

There are no transfers from one club to another allowed in GEVA during the Participation Season. Individual cases may be heard in extenuating circumstances (i.e. significant household moves) by appealing to the GEVA Junior Competition Director, and subsequently the Committee.

Please report all suspected violations of any USAV or GEVA policy on the GEVA Behavioral Incident form.

I have read and understand both the GEVA Commitment Procedures and the GEVA Parents guide.

(It is recommended but not required for clubs to keep this signed form on file.)

Player _____

Club _____

Parent/Guardian _____

Date _____

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