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# DELTA REGION MEMBER HANDBOOK



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# 2020 DELTA REGION MEMBER HANDBOOK

## INTRODUCTION

USA Volleyball is the National Governing Body (NGB) for the sport of volleyball in the United States and is recognized as such by the Federation Internationale de Volleyball and the United States Olympic Committee (USOC).

The vision of USA Volleyball is to be a world-class leading organization in all aspects of volleyball and to engage and inspire our nation through a cultivated passion for the game and continued success at winning Olympic and Paralympic medals.

The mission of USA Volleyball is to lead, serve and grow all areas of the sport of volleyball - including beach, indoor and sitting - achieving excellence while providing a lifetime of opportunities for all to participate in a safe and positive environment

In order to accomplish this mission, USA Volleyball has established four strategic priorities:

1. Sustained competitive International, Olympic and Paralympic Success. As the USOC-recognized NGB, provide the opportunities and support necessary for our athletes at all levels of international competition, in beach, indoor and sitting, to reach the podium.
2. Participation, Program and Membership Growth: Provide the opportunities and resources through available programs which develop and retain a steadily growing participation base and a membership that is increasingly diversified.
3. Resource Optimization: Have a strategic and fiscally prudent financial plan that includes both resource cultivation and judicious allocation in support of our overall goals.
4. Marketing and Brand Affinity: Increase brand awareness while expanding affinity for USA Volleyball.

USA Volleyball is committed to and works toward opportunity for all to participate. It is an advocate for all Americans-endeavoring to assure universal access to opportunities at all levels of the game.

Thus USA Volleyball will diligently:

- Work toward provision of ample opportunity, quality opportunity and equality of access for every resident of this diverse nation.
- Act to expand opportunity for under-represented groups and aggressively recruit participation from those groups.
- Make its daily decisions concerning resources, players, coaches, officials, administrators, and employees on the basis of individual merit and excellence of performance regardless of age, class, ancestry, color, national origin, race, religious creed, disability or handicap, gender, or sexual orientation.
- Exercise its corporate will to encourage constituent organizations to act in accordance with the foregoing principles.

When you join the Delta Region Volleyball Association (RVA), you become a registrant of USA Volleyball (USAV). The Delta Region Volleyball Association is incorporated as a legal entity and is a Member Organization of USA Volleyball. The Delta Region serves the grassroots function for USA Volleyball and collectively serves as a catalyst for USA Volleyball functions.

The Delta Region is composed of the states of Arkansas, Northern Mississippi and the part of Tennessee west of the Tennessee River. The following Delta Region procedures and rules supplement USA Volleyball rules for the USA Volleyball season (September 1–August 31 following year). Direct any questions or requests for interpretation to Joe Williams, Delta Region Commissioner (com@deltavolleyball.net) or phone: 870-933-8110.

## **DELTA REGION OFFICE**

The Delta Region office is located at 1102 Laurelwood Court, Jonesboro Arkansas 72401. Office phone number: (870)-933-8110. To contact the Region Commissioner, email: [com@deltavolleyball.net](mailto:com@deltavolleyball.net). To contact the Office Manager, email [reg@deltavolleyball.net](mailto:reg@deltavolleyball.net).

## **THIS WE BELIEVE**

The Delta Region is committed to and works toward opportunity for all to participate. It is an Advocate for all who live here—endeavoring to assure regional access to opportunities at all levels of the game. The Delta Region believes that volleyball has so many positive things to offer those who participate. First, and most importantly, whether one is a gifted athlete or a recreational player, volleyball is FUN! It is a lifetime sport enjoyed by players from 5 to 80. Participation in volleyball is not only good exercise, but also involves team cooperation and spirit. We are committed to introducing our sport to all areas of the Delta Region.

## **MEMBER HANDBOOK**

The Delta Region Member Handbook is a guide for operating a club. The information contained in this Handbook will assist you with your understanding of the Delta Region as a whole, as well as some of the specific requirements for players, coaches, etc. This handbook IS NOT intended to be the sole source for issues governing operations within the Region. Other documents that you should be familiar with are:

- Delta Region Corporate Bylaws
- Delta Region SafeSport Handbook
- Officials Guidebook-Professional or Junior Club
- Guidelines and Policies for Conducting Delta Region Tournaments

The Delta Region's web site is used as a primary tool of communication. All of the necessary forms, schedules and information required for a season of competition can be located on the site. For the most updated list of club programs with contact information, refer to: [www.deltavolleyball.net](http://www.deltavolleyball.net).

## **ADMINISTRATION OF THIS HANDBOOK**

The Delta Region Member Handbook is an official region document. Revisions to the manual will be completed each year prior to September 1st for the current season. The revisions will be

completed by the Region Office Manager and must be approved by the Delta Region Board of Directors.

## **REGIONAL ORGANIZATION**

The Delta Region Volleyball Association is comprised primarily of volunteers. The Delta Region is governed by an elected Board of Directors (BOD). The BOD oversees all Delta Region volleyball activity. The BOD duties include developing and maintaining policies, fiscal responsibility and responding to the membership. Suggestions and comments that improve volleyball in the Delta Region, and assist in meeting the needs of the membership, are encouraged. Minutes of the Delta Region Board of Director's Meeting are available on the Delta Region website.

The BOD is made up of two governing branches, the Executive Branch and Advisory Branch. The officers who serve on the Executive Branch are elected by the membership of the region for a term of three years as provided for in the Region Bylaws. The Commissioner shall appoint the Advisory Branch Members. The term 'Board' will refer to a combination of both branches. Both branches will attend meetings. Only members of the Executive Branch shall have a vote.

During the Executive Branch election, each Junior Club Director shall have one vote per member registered in their club. Independent adult members and officials each have one vote. This ensures that every faction of the region's membership has direct, voting representation upon the board. A complete list of Delta Region Board of Directors is located on the region website and in the back of this book.

There is one full-time Delta Region employee: Office Manager/Treasurer. The Office Manager shall be appointed by the Commissioner and approved by the Board and will serve concurrently with the Commissioner of the Board. Their duties include:

- Maintain the day to day needs of the organization.
- Act as the primary contact for membership and communications for the region.
- Keep the minutes of the Directors' meetings.
- See that all notices are given as provided for in the Region Bylaws or as required by law.
- Act as the custodian of the corporate records.
- Perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the Commissioner or Board of Directors.
- Have charge and custody of and be responsible for all funds and securities of the corporation; receive and give receipts for monies due and payable to the corporation from any source whatsoever, and deposit all such monies in the name of the corporation in such bank, trust companies or other depositories as shall be selected in accordance with the provisions of these Bylaws.
- Perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned by the Commissioner or by the Board of Directors.

## **BOARD MEETING MINUTES**

Approved Board meeting minutes are posted on the Delta Region website and also available to the general membership by written request to the regional office.

## **FINANCIAL INFORMATION**

The Delta Region Volleyball Association is a 501(c) 3 non-profit corporation. Delta Region's main source of revenue is membership fees. Delta Region expenses are primarily the funding of a number of programs and services and the employment of the office staff. A complete financial statement is available to any Delta Region member, and is posted to the Delta Region website. Delta Region also provides financial information to USA Volleyball.

## **REGION BY-LAWS**

The Delta Region By-Laws can be viewed on the Delta Region web page at: <http://www.deltavolleyball.net>. If you are not able to view the By-Laws on the web page and would like a copy mailed to you, please call or write the Delta Region Business Office.

## **DELTA REGION CONFIDENTIALITY POLICY**

The Delta Region and its officers will respect the integrity, protect the welfare of all members, and pledge to safeguard information about them that has been learned or obtained during the coaching relationship, background checks, including performance reviews, statistics and all personal confidences. Further, the Delta Region and its officers will obtain permission from athletes before sharing videotape recordings or other data of them with anyone excepting the recognized coaching staff; when current or former athletes are referred to in a publication, while teaching or in a public presentation that is not laudatory, their identity will be thoroughly disguised. The only exception to this will be that the Delta Region and its officers will not use these standards of confidentiality to avoid intervention when it is necessary (e.g., when there is evidence of physical or psychological abuse of minors, or legal issues).

## **SAFESPORT REQUIREMENTS**

The safety of its participants is of paramount importance to USA Volleyball and the Delta Region. USA Volleyball and the Delta Region have a **ZERO TOLERANCE** for abuse and misconduct. This includes not only on-court safety, but also off-court safety in any part of USA Volleyball/Delta Region's programs. USA Volleyball/Delta Region's commitment includes, but is not limited to, providing training, educational materials and resources for our regions, clubs, coaches and parents. We all have a role to play in creating a healthy setting for sport. SafeSport helps raise awareness about misconduct in sport, promote open dialogue, and provide training and resources. When we work as a team, we can build a game plan to make sport safe—for everyone involved. All adult members of the Delta Region are required to undergo SafeSport training prior to being placed on a team roster or, in the case of an Official-receiving certification. SafeSport training is on-going and required every year. To register for the training:

1. Log in to your USAV account
2. In the navigation menu, click on USAV Clinics and select USAV Coaching Clinics
3. Select SafeSport On-Demand: Two-Season Certification
4. Complete registration
5. To access coursework, click on the "Log into USAV Academy" button

Should you need to return to your coursework at a later time, log in to your USAV account and click on the "Log into USAV Academy" button. For technical issues, while completing the course, please visit: <http://help.usavolleyballacademy.org/>.

## **DELTA REGION SEXUAL HARASSMENT POLICY**

The Delta Region Volleyball Association is committed to maintaining an athletic environment that is free from sexual harassment and/or unwanted sexual attention. Harassment can occur between any combination of members of the volleyball community coaches, players, parents and organizers. It generally occurs when one person, the harasser, holds a position of real or perceived authority over another individual.

Sexual Harassment may involve:

- Suggestive comments about physical appearance
- Leering or staring
- Use or display of sexual material not legitimately connected to coaching volleyball
- Sexual teasing
- Jokes with sexual themes
- Unwanted physical contact
- Promises or rewards in return for sexual favors
- Sexual assault

Delta Region volleyball members may not engage in sexual harassment of another Delta Region member, unwelcome and unwanted sexual advances, request for sexual favors, verbal or physical conduct of a sexual nature such as sexual jokes, gestures, graffiti, posters, writings, touching or other physical contact may constitute sexual harassment when:

- Submission to or rejection of such conduct by an individual is used as the basis for participation, team selection or decisions affecting such individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's opportunity to participate in volleyball events alternatively, creating an intimidating, hostile or offensive environment.
- Members encountering behavior perceived as harassment may seek to resolve the matter in direct conversation with the individual understood to have engaged in the harassment.

In the case of junior members, it should be taken to the team coach or club director. If it is felt this approach is not likely to be productive or if such approach has been tried and failed the person harassed should make a report to the alleged harasser's team or club director. A report of sexual harassment will remain confidential to the extent that maintaining confidentiality is not inconsistent with investigating the report of harassment, eliminating or remedying any sexual harassment found to have occurred, or preventing future harassment. Delta Region Volleyball may in its discretion restrict from sanction events any member alleged to have committed sexual harassment or pending an investigation of a sexual harassment report. Any member who engages in sexual harassment who fails to cooperate in an investigation of sexual harassment or who otherwise violates or acts in a manner inconsistent with this policy may be immediately dismissed as a member of the Delta Region Volleyball Association.

## **DISCIPLINARY ACTIONS AND DUE PROCESS PROCEDURES**

**Introduction:** It is the responsibility of the Delta Region Volleyball Association Board of Directors to administer volleyball within the Delta Region. On occasion Region members may violate or be accused of violating Region rules as spelled out in the Delta Region Handbook or rules as described in the United States Volleyball Association (USAV) Guide or code of conduct for players or coaches. Such alleged violations may require action by the Region. These due process rules are hereby established to protect the due process rights of any accused member of the Region, the safety of Region members, and the integrity of the Region.

**Routine Matters:** Some actions or alleged actions by individuals or teams result in automatic sanctions in accordance with the Delta Region Handbook (e.g., playing non-rostered individual in an event, failure to appear at an event for which a team is pre-registered, untimely withdrawal from a tournament, failure to fulfill work (officiating) obligations, use of alcohol or controlled substances at a tournament, etc.). The appropriate officer of the Delta Region Board (e.g., the Referee Chair may prohibit an individual from officiating if he or she has not qualified as an official) or the Commissioner, after considering the evidence of wrongdoing, may administer such automatic sanction. If there is no clearly appropriate Delta Region Board officer, the Commissioner shall administer the automatic sanction. The Commissioner, after considering the evidence, shall have authority to impose sanctions for routine wrongdoing by Delta Region members not otherwise provided for by the Delta Region Handbook (e.g., minor damage to equipment or facilities).

The first level of appeal from sanctions for routine matters shall be in writing to the Commissioner. The Commissioner may either rule on the appeal or delegate the appeal to the Review Board (described below) for more formal consideration. If the Commissioner rules on the appeal and the relevant person or team wish to appeal further, such appeal shall be to the Review Board.

**Serious Matters and Appeals from Decisions on Routine Matters:** A Review Board consisting of three persons shall have responsibility for action on alleged wrongdoing of a serious nature by Delta Region members or for appeals from sanctions for wrongdoing otherwise deemed routine. The Commissioner shall chair the Review Board and shall be a voting member unless he or she ruled on the first level of appeal from a sanction for a routine matter. In the latter case, the Commissioner shall remain the administrative chair of the Review Board but shall not be a voting member. If necessary to replace the Commissioner with a third voting Review Board member, such member of the Delta Region Board shall serve as is jointly selected by the accused individual or team representative and the Delta Region Board Representative (defined below) if an agreement cannot be reached. Such Delta Region Board member shall serve as a voting member in place of the Commissioner as is selected by blind lottery from among the Delta Region Board members. One member of the Review Board shall be a Delta Region Board member selected by the accused individual or team representative. The other member of the Review Board shall be such Delta Region Board member as is most appropriate to the situation at issue as determined by a majority of the region Board of Directors. If more than one Delta Region Board member is unwilling or unable to serve if selected under any of the above-described methods, the Commissioner and accused may agree on a method for selecting a Review Board member from among the region's general membership.

For matters to be considered by the Review Board, notice shall be provided to the accused in writing as soon as reasonably possible. Oral notice may precede written notice for expediency. Written notice shall include a copy of these due process procedures, shall describe the alleged wrongdoing, the range of possible sanctions, and shall suggest a date, location, and method (in person or by telephone conference if acceptable to the accused) for the hearing. The date and location shall be established as much as reasonably possible to accommodate the accused. If the accused does not cooperate in establishing such date and location, the Review Board shall schedule the hearing at its convenience and the accused shall be so advised in writing.

The exact format of the hearing may vary as arranged with the accused, but it generally shall include an initial statement summarizing the allegations, presentation of evidence of the alleged wrongdoing, and presentation of evidence of innocence or of mitigating circumstances. After the hearing concludes, all interested parties shall be dismissed and the Review Board shall consider and discuss the evidence. As soon as possible after the hearing (but not necessarily the same day) the Review Board shall reach a decision which it shall formalize in writing and deliver to the accused. A decision of a majority of the Review Board members shall control and any dissent shall be noted in the written decision.

**Final Appeal:** Appeals from decisions of the Review Board shall be to the entire Delta Region Board. An appeal hearing to the Delta Region Board shall follow the same format as described above for the Review Board. The Administrative Chairman of an appeal hearing shall be a board member as is selected by mutual agreement of the accused and Commissioner. If no agreement can be reached the Administrative Chairman shall be such region member as is selected by mutual agreement. If no such further agreement can be reached, the Administrative Chairman shall be such Delta Region Board member as is selected by blind lottery. An accused must provide written notice to the Commissioner of an intention to appeal a Review Board decision within sixty days after such decision has been mailed by certified or registered mail or delivered by email to the accused. Otherwise the accused shall not be entitled to an appeal. An appeal hearing shall occur within thirty days after notice of intent to appeal has been mailed unless the appellant and Commissioner agree otherwise.

Any decision and sanction of the Review Board shall remain in effect until the appeal hearing. For the appeal hearing to be effective, it shall be necessary that a quorum of Delta Region Board members be physically present. Proxy votes shall not be permitted. Appeal hearings shall be recorded on audiotape.

**Miscellaneous:** The Delta Region Board is not a court of law but rather a non-profit private group of volleyball players, coaches, and organizers elected by the region membership to administer volleyball within the region. It is the duty of the Delta Region Board to strive to obtain just and full results when a region member or team is accused of wrongdoing relevant to volleyball within the Delta Region. As a private body the Delta Region Board does not follow the Federal Rules of Evidence but shall accord weight to evidence based on its substance and on common sense. Note that the Review and Delta Region Boards have the authority to suspend membership privileges for not more than one year.

For serious matters unless the safety of region member is at risk, physical or other substantial injury has resulted or the accused was clearly caught in the act of a serious wrong doing relevant to volleyball no penalty, sanction, or fine shall be imposed against the accused without a hearing by the Review Board. In the instances cited however, a temporary sanction may be imposed by the Commissioner after careful consideration of the evidence and situation. Such action shall be stated in writing and delivered to the accused.

USA Volleyball now provides that the only appeal from a decision of the Delta Region Board shall be to the USA Volleyball National Ethics and Eligibility Committee and only for a determination of whether the accused received due process.

If an individual moves into the region or a team attempts to register in the region that have been sanctioned by another region which has procedure for appealing from sanctions, the Delta Region shall respect and observe the other region's sanction for the balance of its term (regardless of whether the individual or team exercised such appeal process).

### **USA VOLLEYBALL INSURANCE INFORMATION**

Secondary Sport Accident – Summary of Coverage

Foreign Participants (non-USA residents) Competing in Sanctioned USA Volleyball Events

Insurer: Federal Insurance Company (Chubb)

Claims Administrator: American Specialty

What is covered?

Accidental injury that occurs while participating in USA Volleyball sanctioned events

Who is covered?

All foreign participants (non-USA residents) who complete and sign the registration form and pay the foreign participant insurance fee. This is a requirement for participation in a sanctioned event.

What are the benefits?

Excess Accident Medical – \$25,000 maximum per injury

Coverage will consider the usual and customary expense for medically necessary care received at a hospital or provided by a licensed practitioner.

Accidental Death & Dismemberment - \$10,000 principal sum

Coverage will pay \$10,000 for the accidental loss of life and \$2,500, \$5,000 or \$10,000 (depending on loss type) for covered incidents resulting in accidental dismemberment. Loss must occur within one (1) year after the accident.

Is there a deductible?

Yes. The deductible for USA Volleyball's accident medical coverage is \$250. This means that the injured person must pay the first \$250 of the medical bill.

Does the policy have any restrictions?

- For coverage to apply, the injury must be reported immediately to an official.
- Claims must be filed within 90 days of treatment.
- The policy provides coverage against loss in excess of coverage provided under other valid and collectible medical insurance.
- See policy for specific exclusions.

What is not covered?

- Illness or Sickness, Disease
- Re-injury and/or Pre-Existing Conditions
- Injuries caused by wear and tear of overuse, such as tendonitis, bursitis or stress fractures
- Injuries occurring elsewhere than the premises designated for competition
- Suicide or Attempted Suicide
- Fighting, unless as an innocent victim
- Hernias, in any form
- Non-prescription drugs
- Expenses incurred outside the United States

*This is only a general summary of coverage and is not intended to attempt to describe all of the plan provisions.*

*Actual coverages are detailed in the policy and are subject to the conditions contained therein.*

### **Medical Insurance Claim Form:**

This form can be completed after the extent of the injury and medical care has been determined—this is to be submitted directly by the athlete's family after the medical bills begin to arrive. **Submit form directly to the insurance carrier, American Specialty, and not to the Delta Region office.**

American Specialty's contact information is listed on the Insurance Claim form. Once submitted, American Specialty will provide additional details when the insurance claim process has begun.

### **Incident Report Form:**

If an injury occurs to a player, spectator, parent, official, volunteer or coach, fill out an Incident Report form and email or mail immediately to the Delta Region office. The Incident Report Form records the specifics of the injury, and the names of witnesses to the injury. This form must be accurate and completely filled out. If this form is not completed & submitted in a timely manner, possible coverage may be lost.

With increasing deductibles for health insurance, many on-court injuries requiring surgery and rehabilitation end up costing the athlete's family in excess of \$1,000 out-of-pocket expenses. If you have an uninsured athlete, this is a very critical document. If this form is not completed & submitted in a timely manner, possible coverage may be lost.

Tournament directors and their individual site directors should keep this form on-site at all events. Club directors should require ALL of their coaching staff to carry blank Incident Report Forms to all events, including practices & tournaments. Do not assume that "somebody else" will have the form and see it completed & submitted quickly.

Each currently registered Delta Region USA Volleyball member is provided insurance. In the world of lawsuits and high cost of medical care it is extremely important that we have the proper coverage for our events. USA Volleyball administers a medical and liability insurance program customized specifically for the sport of volleyball.

### Certificate of Insurance Request:

This insurance covers your sanctioned use of facilities--gyms, buildings, etc. Some building owners want a specific insurance policy naming their building and your organization before they will allow you to rent their building. The Certificate of Insurance form can be found on the Delta Region website. Complete the form online and email the form to the Region office--be sure to include facility address. Allow a couple of days for an e-mail reply with a printable certificate.

### D & O Liability Insurance for Clubs:

Should you purchase directors & officers liability insurance for the people who run your not-for-profit volleyball club? You volunteer your time, it probably costs you money out of your pocket, but you can potentially endanger you and your family's financial future. Read the application information online at [deltavolleyball.net](http://deltavolleyball.net) and determine if Director's & Officers' Liability Insurance can provide another line of defense in today's litigious society. This is a separate policy from the general liability coverage policy provided through USA Volleyball membership. Annual premiums for \$1,000,000 in coverage for \$575; \$2,000,000 for \$875 annually (these are subject to change each year).

## **BENEFITS OF USAV MEMBERSHIP THROUGH THE DELTA REGION**

The sanctioned season begins on September 1 and ends October 31 the following year. The Delta Region Business Office must sanction all tryouts, practices and tournaments. All participants must be registered with USAV.

- Subscription to *Volleyball USA*, our quarterly magazine, for all qualifying registrants
- Receive exclusive discounts from USA Volleyball [sponsors and suppliers](#)
- **Rental car discounts** from [Alamo](#), [Enterprise](#) and [National Car Rental](#).
- **Flight discounts** [through United](#), USA Volleyball's preferred Airline Partner.
- **Hotel discounts** [with Hilton HHonors](#), the official hotel partner of USA Volleyball.
- Get the credit card that rewards you and shows your support for USA Volleyball everywhere you shop, dine or travel! **Click here to Apply Today!**
- Opportunity to play in USA Volleyball sanctioned competitions, both indoor and beach, open only to USAV RVA members
- Age group competition for Junior Volleyball - 18, 17, 16, 15, 14, 13 and 12 & under, Youth (3-11 years old), 35, 40, 45, 50, 55, 60, 65, 70 & overs, and/or Open/Club AA, A, BB, and B skill levels
- Ability to qualify for USA Junior Volleyball & USA Junior Beach Volleyball National Championships, the USA Open Volleyball Championships and the U.S. Open of Beach Volleyball.
- Eligibility to tryout and participate in USA Volleyball RVA and national volleyball camps
- Secondary sports accident for those with primary insurance and primary sports accident insurance (with \$1,000 deductible) for those registrants without health insurance during USAV/RVA sanctioned events

- General liability insurance - covering all USAV/RVA sanctioned activities.
- Opportunity for involvement in RVA meetings, subject to each RVA's bylaws, as well as USAV National meetings and symposiums
- Discounted USAV Coaching Accreditation Program (CAP) training and courses
- Opportunity to coach and officiate in junior volleyball and adult competitions - with national background screening for all junior volleyball coaches
- Opportunity to represent the USA in indoor and beach volleyball in the Pan Am Games, World Championships (senior, junior and youth levels), and the Olympic and Paralympic Game
- And more!

**Membership FAQ: If I play recreationally for my Park & Rec or AAU team, can I also be a member of USA Volleyball?** Yes! You can be on a different USAV team, while playing park and rec, or sign up your whole team and play USAV events as well.

### **CODE OF ETHICS FOR JUNIOR COACHES, LEADERS & CHAPERONES**

It is the duty and obligation of USA Volleyball affiliated Junior Club Program administrators, directors, coaches and other club personnel to assure the following Code of Ethics is followed and adhered to by all individuals who have an active role in a USA Volleyball Junior Club Program in any Region of USA Volleyball.

- 1) In a continuing effort to promote safe, healthy and ethical communication, relationships and treatment of all USA Volleyball players and personnel, all adults associated with a junior club program must read, accept and submit this Code of Ethics before they are eligible to actively participate in a junior club program associated, affiliated, or participating in USA Volleyball.
- 2) All adult club personnel affiliated with a junior program must be a registered member with Delta Region Volleyball and USA Volleyball.
- 3) All adult club personnel including coaches, chaperones, assistant coaches, trainers, etc. affiliated with a junior program intending to participate in USA Volleyball must have an approved and current background screen on file as per USA Volleyball policy. It is intended that the term "all adult club personnel" be all inclusive and not limited to only those categories identified herein.
- 4) A head coach or assistant coach affiliated with a junior program must also: be an adult (18 years or older) and be IMPACT certified according to USA Volleyball and Region policies.
- 5) Responsibilities:
  - A head coach or other equally qualified club personnel must be present at all practices and competitions.
  - A head coach, adult club representative personnel or registered chaperone must be present during team-supervised travel. This individual shall be responsible for the moral, legal and ethical well-being for each participant during team or club activities.

- Coaches shall understand the unique power of a coach-athlete relationship. Coaches and all other club personnel shall not exploit athletes and shall avoid any relationships which could compromise the integrity of the learning and participation process, impair their professional judgment and/or take advantage of a situation for their own personal gain or gratification.
- All club personnel must understand that all forms of sexual abuse, assault or harassment of a current or former athlete are unethical and illegal even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority. See B above.
- All club personnel shall insure that all individuals have met all Regional Volleyball Association and USA Volleyball membership requirements prior to participation in any club, team and/or Region/National USA Volleyball activity.
- All club personnel must inform the players and their parent(s)/guardian(s) about any Delta Region and/or USA Volleyball transfer policy. This policy may restrict or prohibit a participant from transferring to another club or team if specified criteria have been met. Likewise, all club personnel.
- All club personnel shall abide by and inform the players and their parent(s)/guardian(s) of applicable regional recruiting policies.
- All club personnel may not participate in, require another individual to participate in, or condone any act considered to be illegal under federal, state or local laws and/or ordinances.
- All club personnel shall strive to educate their athletes and personnel to respect, honor and adhere to the rules of the facility being used during practices, tournaments or events. In this regard, the rules of the facility shall have priority over the rules of the Delta Region Volleyball Association.
- All club personnel shall ensure that all activities are suitable for the age, experience and ability of their athletes.
- All club personnel shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.
- All club personnel shall, while serving in a professional capacity, avoid any drug, tobacco or alcohol use while in the presence of athletes.
- All club personnel shall not supply or condone the use of drugs, alcohol, tobacco, fireworks, ammunition, firearms, knives or any item or material that can be used as a weapon, to any of the participants or athletes and shall report any athlete using or in the possession of the same.
- All club personnel shall not allow, encourage, condone or require any behavior that threatens an athlete's amateur status or Regional, USA Volleyball, school and/or collegiate eligibility.
- All club personnel shall maintain all relationships with other club personnel on a professional and confidential basis.
- All club personnel must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel, and officials.
- All club personnel will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of current and/or former athletes.
- All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators.

Any violation of this Code may result in sanction being issued against the club representative, the individual(s) and the club/team involved. These sanctions may extend to the loss of eligibility of the club representative, the individual(s), the entire club and the team involved.

## **BACK GROUND SCREENING PROCESS last revised August 2018**

### **POLICY:**

It is the policy of USA Volleyball (USAV) and its Regional Volleyball Associations (RVAs) that background checks are required, for those individuals USAV/RVAs formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes, where the NGB/RVA has control over the appointment process.

As to individuals newly taking such a role, the background screen will be completed before contact with athletes begins and in any event within 60 days of the new role.

The requirement for background checks extends to any non-athlete individual that USAV authorizes to train, stay, or work at an Olympic Training Center.

In addition to the participants listed above, this policy also applies to any club/entity intending to hire or use registered individuals in any sanctioned volleyball events and/or activities (some examples of events or activities that can be sanctioned with regional approval are: tournaments, practices, clinics, tryouts, and fundraisers) will accept and abide by this background screening policy.

The following individuals, 18 years of age or older, are examples of those that will be screened: Club directors, club administrators, team reps, coaches, chaperones, medical personnel, applicable ICs, and trainers who intend to register, affiliate and/or participate with a USAV/RVA volleyball club or team. Any Tournament Director/Site Director/On-site Tournament Administrator/Manager and official, medical personnel, applicable IC 18 or older who intends to work a sanctioned event will also be screened with the exception of a junior player. Each RVA may also choose to require other members of their organization to submit to and pass a background screen in order to affiliate with their organization. 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 USAV/RVA sanctioned junior events and/or activities. All disqualified individuals have the right to dispute the findings of the background screening directly with the RVA's approved Background Screen Vendor as well as the right to request a hearing to appeal the disqualification based on USAV's hearing procedures which can be found at [www.teamusa.org/usa-volleyball/about-us/governance](http://www.teamusa.org/usa-volleyball/about-us/governance). All non-USA citizens will require an international criminal background screening when applying for any position stated above. This screening may require additional fees as determined by the RVA.

The RVAs and/or USAV will not register, or allow to be registered, any individual who refuses to consent to a background screen if he/she intends to affiliate and/or participate with a club/team, in the RVA or any other regional or national level programming.

Junior members are any members under the age of 18. A background screen will not be required for those individuals who will be classified only as junior players or those individuals not registered, affiliated and/or participating with a junior volleyball club or team in a RVA (other than those categories listed above). For those regions that allow individuals under 18 to be an assistant coach, any individual who is not yet 18 years old and who is in a non-player role affiliated with a junior club must be background screened immediately upon reaching 18 years of age. A 30-day grace period shall apply from the date of

the 18 birthday in order to allow time for the background screening to be processed. During the 30-day grace period, the same restrictions apply to the individual and should be enforced as are in place for junior coaches regarding supervision by a qualified adult. It is the responsibility of the individual, club and region to identify the individuals in this situation and to meet the background screening requirement. Upon the conclusion of the 30-day grace period, the individual may not participate in a non-player role affiliated with a junior club unless the background screening requirement is met.

All screens will be good for two membership seasons (maximum of 26 months) **unless required more frequently by state law**. Anyone that fails a background screen (subject to the right to request a hearing) cannot reapply for another screen until the following season.

***USAV and the RVAs retain the right to require additional background screens at any time.***

#### **PROCESS:**

Every individual required to submit Background Screening must complete, sign and date the Consent and Waiver Release Form. The Background Screen Consent and Waiver Release form will be submitted and the applicant cleared before the applicant may participate in RVA/USAV sanctioned events and/or activities.

Upon receipt of the above described documents, the USAV/RVA will request that the USAV/RVA approved Background Screen Vendor perform the background screen. All information received as a result of a background check will be strictly confidential.

Notice of clearance or disqualification for all applicants will be provided to:

1. The designated contact of the RVA that submitted the application.
2. USA Volleyball National Office

A notice of disqualification will be sent by email by the USAV/RVA approved Background Screen Vendor to the RVA office. The RVA will provide the approved Background Screen Vendor a contact e-mail for the Club Director or highest staff member for the hiring entity. The approved Background Screen vendor will then contact the Club/entity to provide notice of the disqualification and request additional contact information for the disqualified individual.

The complete profile will be sent by the USAV/RVA approved Background Screen Vendor directly to a disqualified individual using the agreed upon method of delivery, along with a copy of the "Summary of Your Rights under the Fair Credit Reporting Act" (FCRA), and a notification that the individual is prohibited from participating in USAV/RVA sanctioned junior events and/or activities.

Individuals disqualified are excluded from participation in any USAV/RVA sanctioned events and/or activities.

#### **EFFECTIVE SEPTEMBER 1, 2018 DISQUALIFIERS FOR PARTICIPATION IN SANCTIONED JUNIOR EVENTS AND/OR ACTIVITIES:**

Anyone found guilty, entering a plea of guilty, or a plea of nolo contendere (no contest) regardless of adjudication or received court directed programs and/or other sentencing directives in lieu of a finding of guilt, for the following criminal offenses; All Sex offenses, Murder, and Homicide regardless of time limit; Felony Violence and Felony Drug offenses in the past 10 years; any misdemeanor violence offenses in

the past 7 years; any multiple misdemeanor drug and alcohol offenses within the past 7 years; or any other crimes (not listed) against children in the past 7 years (the time frames associated with the categories of crime listed above are calculated based on the date of the offense).

Individuals found to have pending court cases for any of the disqualifying offenses will be disqualified (subject to the right to a hearing). If the disposition of the pending case does not meet the criteria for disqualification as listed above, the individual would then be cleared and reinstated.

Falsification of information on any membership application or the consent/release form is grounds for membership revocation or restriction of membership.

Individuals that are disqualified must wait one season before reapplying for affiliation and/or participation with a junior club or team.

#### **ENFORCEMENT:**

The hiring entity is responsible for ensuring adherence to this policy, and ensuring that those individuals who are disqualified do not participate in USAV/RVA sanctioned events and/or activities.

#### **PENALTY:**

Failure of a club/entity to request background screening or enforce disqualification is cause for the RVA or USAV to impose penalties. The minimum penalty shall be suspension of all members of the offending club/entity until background screening and enforcement requirements are met. Additional measures may include financial penalties and/or extended suspensions against disqualified individuals and/or the club/entity.

#### **BACKGROUND SCREENING PROCESS FOR NON-US CITIZENS**

The club/region will need to collect more information for non-US citizens who do not have a social security number. An example would be a college student who is in the United States to attend school and wants to coach or officiate. With the Visa/Green Card number, SSCI can still do a screening on the information provided.

If the non-US citizen has a social security number, both fields (SSN and Visa/Green Card) must be completed. If there is no social security number, this must be clearly indicated. That means that the applicant must write "no SSN" in the social security field. If the SSN field is left blank, the application will be considered incomplete. The Visa/Green Card field must be completed. If neither field is completed, the application will be considered incomplete and more information will be requested of the region.

Non-US citizens **WITH** a valid social security number may proceed by completing the application on-line.

Background screening applications for **non-US citizens WITHOUT a valid social security number** cannot be conducted on-line since the Visa/Green Card Number field is not an available field in the online system at this time.

The non-US citizen without a social security number will be instructed to use the link to the PDF form which is to be printed, completed using the Visa/Green Card Number, signed, and sent or faxed to the

region. The non-citizen must also provide a copy of a government issued ID (i.e. passport, visa etc.). The region will then forward that application to the national office who will then forward the form to SSCI for processing. There may be additional fees associated with Background Screenings on Non-Citizen Members. Contact the Delta Region office before submitting the screening for the cost.

Additional forms and/or requirement(s) are required for the countries listed below. These forms can be found on the Delta Region website.

Non-citizen screenings require an additional fee be collected: Screenings from Canada will cost the individual \$75.00; all other foreign countries will cost the individual \$150.

### **WHY DOES USA VOLLEYBALL DO BACKGROUND SCREENING?**

As most are aware USAV implemented a background screening procedure in 2003. The process for the design and implementation of this program actually began two years earlier. Those individuals involved with this tedious process are very familiar with the reasons background screening was implemented. For others the question might be asked is “why does USAV do background screening in the first place”? There are two primary reasons.

The first is professional and moral responsibility. USAV, its regions and its clubs have a professional and moral responsibility to provide a “safe” environment for its members during sanctioned activities. It is not only a professionally and morally responsibility but also a legal responsibility. As parents we all want to know that when our children are under the supervision of another adult the organization has done everything within its power to insure those individuals are worthy of the responsibility to coach or chaperone our children. It is the legal side that poses the greatest risk to USAV. State and Federal courts have set precedence that the associations, its regions and its clubs can be held legally liable for sexual misconduct or abuse that can be in some way connected to their sanctioned events. In the past, this has not been an issue as USAV has enjoyed “full limits” of sexual abuse and molestation coverage under their insurance policy. Times have changed!

The second reason for background screening is brought on by insurance, or the lack thereof. According to a recent report, sexual abuse claims have increased over 200% in the past seven years. There are many theories as to the reasons but the fact of this increase has caused **all** insurance carriers to **reduce or eliminate sexual abuse/molestation coverage from their policies**, especially the policies where there is close interaction between minors and adults. In an effort to continue to provide this most important coverage, insurance companies turned to the process of background screening as a “risk management tool” to help reduce potential sexual abuse/molestation claims by identifying and eliminating individuals that might pose a threat from the group they are providing coverage. The theory is if they can reduce or eliminate those individuals that provide the most risk, they can continue to provide insurance for the entity even if it is on a reduced basis. In 2003 USAV’s insurance for sexual abuse/molestation was reduced from \$5,000,000 to \$1,000,000. Due almost exclusively to the background screening procedures that were implemented, USAV was able to retain the \$1,000,000 coverage. Without it, the insurance carriers would not offer any coverage to USAV for sexual abuse.

Is this coverage important? USAV incurred a sexual abuse claim in 2005 that exceeded \$1,000,000. Not only is background screening morally, professionally and legally necessary, it is a risk management tool **required** by insurance carriers to help reduce the probability of a sexual abuse claim from occurring.

### **A Summary of Your Rights under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) is designed to promote accuracy, fairness, and privacy of information in the files of every "consumer reporting agency" (CRA). Most CRAs are credit bureaus that gather and sell information about you - such as if you pay your bills on time or have filed for bankruptcy - to creditors, employers, landlords, and other businesses. You can find the complete text of the FCRA, 15 U.S.C. 1681-1681u, at the Federal Trade Commission's website (<http://www.ftc.gov>). The FCRA gives you specific rights, as outlined below. You may have additional rights under state law. You may contact a state or local consumer protection agency or a state attorney general to learn those rights.

**You must be told if information in your file has been used against you.** Anyone who uses information from a CRA to take action against you - such as denying an application for credit, insurance, or employment - must tell you, and give you the name, address, and phone number of the CRA that provided the consumer report.

**You can find out what is in your file.** At your request, a CRA must give you the information in your file, and a list of everyone who has requested it recently. There is no charge for the report if a person has taken action against you because of information supplied by the CRA, if you request the report within 60 days of receiving notice of the action. You also are entitled to one free report every twelve months upon request if you certify that (1) you are unemployed and seek employment within 60 days, (2) you are on welfare or (3) your report is inaccurate due to fraud. Otherwise, a CRA may charge you up to eight dollars.

**You can dispute inaccurate information with the CRA.** If you tell a CRA that your file contains inaccurate information, the CRA must investigate the items (usually within 30 days) by presenting to its information source all relevant evidence you submit, unless your dispute is frivolous. The source must review your evidence and report its findings to the CRA. (The source also must advise National CRAs to which it has provided the data - of any error). The CRA must give you a written report of the investigation and a copy of your report if the investigation results in any change. If the CRA's investigation does not resolve the dispute, you may add a brief statement to your file. The CRA must normally include a summary of your statement in future reports. If an item is deleted or a dispute statement filed, you may ask that anyone who has recently received your report be notified of the change.

**Inaccurate information must be corrected or deleted.** A CRA must remove or correct inaccurate or unverified information from its files, usually within 30 days after you dispute it. However, a CRA is not required to remove accurate data from your file unless it is outdated (as described below) or cannot be verified. If your dispute results in any change to your report, the CRA cannot reinsert into your file a disputed item unless the information source verifies its accuracy and completeness. In addition, the CRA must give you a written notice telling you

it has reinserted the item. The notice must include the name, address, and phone number of the information source.

**You can dispute inaccurate information with the source of the information.** If you tell anyone - Such as a creditor who reports to a CRA - that you dispute an item, they may not then report the information to a CRA without including a notice of your dispute. In addition, once you've notified the source of the error in writing, it may not continue to report the information if it is, in fact, an error.

**Outdated information may not be reported.** In most cases, a CRA may not report negative information that is more than seven years old; ten years for bankruptcies.

**Access to your file is limited.** A CRA may provide information about you only to people with a need recognized by the FCRA - usually to consider an application with a creditor, insurer, employer, landlord, or other business.

**Your consent is required for reports that are provided to employers, or reports that contains medical information.** A CRA may not give out information about you to your employer or prospective employer, without your written consent. A CRA may not report medical information about you to creditors, insurers, or employers without your permission.

**You may choose to exclude your name from CRA lists for unsolicited credit and insurance offers.** Creditors and insurers may use file information as the basis for sending you unsolicited offers of credit of insurance. Such offers must include a toll-free phone number for you to call if you want your name and address removed from future lists. If you call, you must be kept off the lists for two years. If you request, complete, and return the CRA form provided for this purpose, you must be taken off the lists indefinitely.

**You may seek damages from violators.** If a CRA, a user or (in some cases) a provider of CRA data, violates the FCRA, you may sue them in state or federal court.

The FCRA gives several different federal agencies authority to enforce the FCRA:	
For Questions or Concerns regarding: CRAs, creditors, and others not listed below	Please contact: Federal Trade Commission Consumer Response Center - FCRA Washington, DC 20580 202-326-3761
National banks, federal branches/agencies of foreign banks	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Board Division of Consumer & Community Affairs Washington, DC 20551 202-452-3693

Savings associations and federally chartered savings banks	Office of Thrift Supervision Consumer Programs Washington, DC 20552 800-842-6929
Federal credit unions	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-518-6360
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Division of Compliance & Consumer Affairs Washington, DC 20429 800-934-FDIC
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator - GIPSA WWashington, DC 20250

**A SUMMARY OF Your Rights under the Fair Credit Reporting Act:** An investigative consumer report regarding character, general reputation, personal characteristics or mode of living may be made and you have a right to request from Southeastern Security Consultants, Inc. (SSCI) a description of the nature and scope of the investigative report to be prepared.

## JUNIOR VOLLEYBALL

Junior Volleyball is a program of USA Volleyball directed at individuals 18 years or younger. It is beneficial to the society in general to expose young people to a simple, yet potentially sophisticated and wholesome athletic activity such as junior volleyball. All programs should be principally concerned with quality. Junior Volleyball is not directed solely toward elite athletes, or teams and individuals headed for junior national or national team activity. The USAV Junior Volleyball program is intended to capture the interest of the participants for life. Any player wishing to play volleyball, regardless of skill level, should be given the opportunity to earn a spot on a team.

## PURPOSE

The purpose of the USA Junior Volleyball program is to offer our youth an opportunity to become involved in a wholesome and beneficial athletic activity, which they can pursue at various skill levels. Youth participants should be introduced to the joys of athletic competition, should learn good lifetime physical activity habits during their formative years, and should be exposed to basic and complex volleyball skills. The Junior Volleyball program should be a bridge between USAV Junior Volleyball (age 18 and under) and USAV Adult Volleyball. The Junior Volleyball program is only a part of the development of our youth. Everyone involved should recognize that family and school issues have priority over this program. The region does not guarantee that every youth participant will be invited to play on a team as clubs and teams are private enterprises.

## **STARTING A JUNIOR CLUB/TEAM**

There is no charge for creating a volleyball club in the Delta Region. Clubs must be located within the geographical boundaries of the region or in the region in which its club director resides. Club Sanctioning should be applied for online at [www.deltavolleyball.net](http://www.deltavolleyball.net). **If you only have one team you are still considered a club.** For additional information in regards to starting a Junior Club Program go to the Delta Region website under the Club Director tab.

## **CLUB DIRECTOR REQUIREMENTS**

The Club Director must be a current **regular** member of USA Volleyball and registered in the Delta Region; this includes having a current background screening and current SafeSport training. The Club Director is responsible for all administration and fiduciary aspects of the club and their team(s).

The Club Director's responsibilities include: Accountability for all matter relating to registration and payment of fees for the players, the coaches, the team representatives, chaperones and in-house tournament directors; entry of team(s) into Delta Region sanctioned tournaments; and eligibility of team and/or club for Delta Region and national events that the team/club may participate in. In addition, Club Directors shall ensure that all necessary information, documentations, fees, and any related materials or funds are forward to the Delta Region office in a timely manner; and provide online rosters to tournament hosts in a timely manner.

It is the duty and obligation of the Club Director to assure that USA Volleyball Code of Ethics are followed and adhered to by all individuals who hae an active role in their club. Club Directors must complete the necessary training set forth by USA Volleyball and its SafeSport Program and insure that the members of their organization are aware and follow such stated policies.

Club Directors must submit a Club Application online at [www.deltavolleyball.net](http://www.deltavolleyball.net).

Delta Region Club Directors are responsible for the officiating requirements of their club. To comply with these requirements and properly supervise their club, it is recommended that Delta Region Club Directors complete the minimum requirements as both a referee and a scorekeeper.

## **CLUB REGISTRATION**

Club Directors are responsible for the accurate completion of registration documents of their club, players, coaches and chaperones. It is vital to complete staff registration, including necessary background screenings and SafeSport training prior to club tryouts. Club sanctioning must be approved prior to player tryouts. This information should be updated each season. Club Directors must be registered as Regular Members, with a current background screening, and SafeSport training before submitting Club Application.

**Application for Sanction and Tryouts** must be on file with the Delta Region office prior to tryouts or practice. It is recommended that a **Facility Checklist** (found on the Delta Region website) be reviewed prior to signing any lease agreements.

Most individuals will apply for membership online using the online payment system. Individuals who apply for membership online will immediately become members and have the ability to print their membership cards to present at tryouts.

If an individual does not register on-line, or chooses not to pay with a credit card, the Club Director will need to collect the appropriate registration fee and the additional \$10.00 manual fee, along with the signed manual forms.. The signed manual forms along with a CLUB CHECK for the collected amount should be mailed immediately to the Delta Region office. A Club Payment Form and a list of individuals

in alphabetical order (last name first) should be included with any money sent to the region office. No one will be registered until the fees and forms are received into the region office. Unregistered individuals may not practice or play in any sanctioned USAV event.

If an individual chooses to play with a club but selected a different club name in the tryout process; Club Directors can email the region office a list (in alphabetical order by last name) of names to be moved to their club.

## **SANCTIONED TRYOUTS**

Planning to host your initial registration & tryouts? Protect yourself and your family from financial disaster by making sure you only host Delta Region Sanctioned events with insurance provided under the USA Volleyball liability policy and sport accident policy.

- Coaches must be registered members of the Delta Region, which includes current background check, signed code of ethics and SafeSport training. If your tryouts are being held before November 1, the players prior membership may still be current. If you have a new coach, please register them on-line immediately. The background screening may take weeks to process; and SafeSport training may take up to two hours. The coach's membership is not effective until all requirements are completed. Coaches without a current membership may NOT participate in tryouts or practice and are NOT covered under USA Volleyball insurance. If your tryouts are held November 1 or after, your event (and your players & staff), are NOT covered until all attendees are registered members.
- Submit a request for sanction of practices and events to the Region office. The club tryout dates will be posted to the Delta Region website. Sanctioned tryouts may not be held prior to October 1 for the upcoming season. Do not hold any tryout without first checking the state's high school association rules regarding athletes participation/tryout for non-school sports.
- Perform a safety check of your tryout facilities for padded standards, sharp edges, and inadequate clearance and be sure to separate spectators from the playing area.
- Do not allow any athlete on the court without first registering with USAV on-line. An unregistered athlete is a huge potential liability. Coaches should see a copy of the printed on-line USAV membership card or confirmation and receive the signed medical release form before allowing athletes to work out.

Only if you do the entire above steps, can your program be billed as "USAV Junior Volleyball" tryout. Otherwise, it's just a bunch of people in a gym expecting you to have done everything correctly. Protect yourself. Make sure it is done right.

## **PRACTICE/TOURNAMENT SITES**

An emphasis should be made to ensure the quality of practice and tournament sites. All poles and referee stands must be padded. Proper referee stands must be used (no boxes, tables or ladders). Support wires must be eliminated or padded. Players must be permitted to pursue volleyballs without endangering themselves or other participants. Application for Sanction and Tryouts must be on file with the Delta Region office. It is recommended that a Facility Checklist is reviewed prior to signing any lease agreements. You can find the Facility Checklist form on the Delta Region website @ [deltavolleyball.net](http://deltavolleyball.net).

## **CLUB ADMINISTRATOR REQUIREMENTS**

Each Club may designate a Club Administrator to have access to the individual club's online registration site, email and personal data. The Club Administrator must be a current member of the Delta Region and the club prior to receiving access for the site. All Club Administrators must have successfully completed Delta Region's background screening requirements and SafeSport training. Access must be approved each year and will be removed with expiration of Admin's membership. It is suggested that the Club Administrator register early so that access can be granted prior to the club's tryouts.

## **RECORDS RETENTION GUIDELINES FOR CLUBS**

Listed below are practicable record retention guidelines that can be used by each club when dealing with the issue of storage, shelf life, and destruction of membership applications, waivers, and other pertinent documents.

### **Storage**

**Electronic copies are the preferred method of retention** and should be kept if possible via scanners to eliminate cumbersome paper records retention.

- 1) If electronic storage is not possible, hard copy records should be kept in a secure location such as a locked filing cabinet or separate storage room. Avoid storage on the floor or other low spots that could be susceptible to water damage.
- 2) Records should be kept alphabetically by name and further categorized by year. In a large club, further breakdowns may be necessary in order to effectively store documents for future retrieval.
- 3) Where possible it is highly recommended to use a paid public storage facility. Not only are these facilities specifically designed to store documents, public storage helps to insure the availability of these documents through management changes. (An example of this is the prior president of the club who retires with the documents stored in his garage!)

### **Record Lifespan**

- 1) For minors, records should be kept until the participant has reached the age of majority in that state, **PLUS** the number of additional years equal to that state's statute of limitations.
- 2) For adults, records should be kept for at least five (5) years although it is recommended that the records be stored for a minimum of 1 year past each state's statute of limitations.

### **Record Disposal**

Records no longer required to be stored should be disposed via electronic shredder and then recycled or discarded.

- 1) If electronic disposal is not available, make sure that all private information, name, social security number etc. has been removed.
- 2) Incineration is recommended for items that cannot be shredded.

## **COACH SELECTION**

It is the club's responsibility to attract coaches of high moral character, with knowledge of the sport, and with the ability to convey their knowledge to the athletes they train. Coaches must be of good character and emotional stability. It is imperative to check the background of every coach in your program. Current

high school coaches may have coaching restrictions imposed by State Association. It is the Club Director and coach's responsibility to make sure they are not violating their association rules.

## **COACH MEMBERSHIP REQUIREMENTS**

**MINIMUM AGE REQUIREMENT:** Coach must be 18 years of age. A junior under 18 years of age is allowed to act as a manager during the club season. At no time may an individual under 18 be allowed to be a head coach.

**BACKGROUND SCREENING:** It is the policy of USA Volleyball (USAV) and the Delta Region that all coaches must pass a background screening prior to participating in any sanctioned junior volleyball events and/or activities (some examples of events or activities are: tournaments, practices, clinics, tryouts, and fundraisers. Background screenings are required every two years.

**SAFESPORT TRAINING:** USA Volleyball and the Delta Region are committed to being leaders in providing a safe and fun environment for our youth. The safety of its participants on and off the court is of paramount importance to USA Volleyball and the Delta Region. Therefore, all coaches must complete the mandated SafeSport training prior to working a tryout, practice or event. SafeSport training must be completed online at [SafeSport Training](#). SafeSport training is required every two years for all adult members involved with junior programming.

**OFFICIATING TRAINING:** Delta Region coaches are responsible for the officiating requirements of their team and MUST remain courtside (or have another certified rostered adult team member) during their team's officiating duties at tournaments. To comply with these requirements and properly supervise their team, it is recommended that all Delta Region coaches complete the minimum requirements as both an official and a scorer.

**COACHING EDUCATION:** USA Volleyball currently has a minimum level coach education requirement in order to coach a USAV Junior Volleyball Program called Increased Mastery and Professional Application of Coaching Theory or IMPACT. The target audience is primarily beginning coaches and those with little to no prior coaching education foundation course work.

**Content Presented:** Current year IMPACT Manual. Coaching Principles/Foundations, Motor Skill Learning Theory, Communication and Feedback, Coaching Philosophy, Athlete Safeguards, Ethics and Legal Duties, Fundamental Skills, basic Games and Drills, brief overview of Offensive/Defensive Organization of systems, brief overview of Practice and Drill design.

**Benefits:** Coaches completing the IMPACT clinic will receive a certificate from the course instructor. Coaches should file their copy in a safe place and should forward a copy to their Club Director and the Delta Region office. Certified coaches will be added to the USAV CAP and Education email lists to receive periodic information, and is eligible to coach USAV Junior Volleyball teams. Certified coaches will also be entered into the CAP National Database as having fulfilled the CAP Level I "Foundations" requirement. The IMPACT format will meet the USAV Junior Volleyball requirements for participating coaches and other RVA determined conditions and may be used to meet the "Foundations Course" pre-requisite for attending and certifying at CAP Level I.

**Re-certification: None required by the Delta Region or the National Office at this time.**

USA Volleyball currently has a minimum level coach education requirement in order to coach in a USAV Junior Volleyball Program. The IMPACT course is required for all USAV Junior Club Coaches and is the prerequisite for CAP Level I attendees. Please note that Regional Volleyball Associations may have a

more stringent requirement to coach in their programs at any level. USAV's National Office does not require a renewal of this course, but the coach's region or club may decide to require a renewal.

**On-Demand:** The On-Demand IMPACT course is presented by the National Office at [USA-Volleyball/Education/Coaching-Education-Programs/IMPACT/IMPACT-On-Demand](#). The course is FREE for members. The Impact On-Demand course is designed for you to stop and restart whenever you feel necessary. You have three weeks from registration date to complete the course and pass the exam. If not completed within three weeks, you will lose all data and will need to retake. The IMPACT course is approximately 6 hours, depending on the time you choose to devote. Certification exam will launch immediately following the course. You must achieve a score of 90% or better.

**An approved [equivalent course](#) with purchase of IMPACT manual and completion of exam:** The following courses and their content are accepted as equivalent to the Indoor IMPACT Course with the purchase of the current year USAV IMPACT Manual and completion of the IMPACT Exam. Procedures and requirements for this path to IMPACT certification are listed below.

#### List of Approved Courses:

- USVBA Levels I & II
- Federation Internationale de Volleyball (FIVB) Levels I – III, [www.fivb.org](http://www.fivb.org)
- Canadian Volleyball Association Levels I - IV, [www.volleyball.ca](http://www.volleyball.ca)
- American Sport Effectiveness Program (ASEP) "Coaching Principles," [Click here for access.](#)
- National Youth Sports Coaches Association (NYSKA), [www.nays.org](http://www.nays.org)
- National Federation of High Schools (NFHS) "Coaching Volleyball," [Click here for access.](#)
- Physical Education or Sport/Coaching degree – If you have completed and earned a college degree in one or both of these areas, you may be a candidate for this equivalency route.

Due to the nature of this equivalency, coaches who meet this requirement should contact the USAV Coaching Education office at [cap@usav.org](mailto:cap@usav.org) or 719-228-6800 for more instructions on how to proceed.

#### **TEAM CHAPERONE REQUIREMENTS**

- Team chaperone must be a current member of the Delta Region of USA Volleyball.
- Chaperones for USAV youth and junior play must be registered members of the region in which they live.
- Team Chaperones must be a minimum of 25 years of age.
- Since 2005, USA Volleyball has been protecting the children who play by requiring chaperones who work with players under the age of 18 to have a current background screening and complete designated SafeSport training.
- Team chaperones must submit and pass a background screening every two years.
- Team chaperones assume certain responsibilities for the welfare of the players under their care, custody and control. A complete list of responsibilities can be found at [deltavolleyball.net](http://deltavolleyball.net).
- Chaperones do not need to be IMPACT or CAP certified.
- In addition, team chaperones may become certified officials for their respective teams and be added to the team roster (may not sit on the team bench). This will enable the chaperone to referee & keep score (upon completion of their certification) or even line judge during those long days in the gym.
- Team chaperones will also receive Secondary Sports Accident for those with primary insurance and Primary Sports Accident insurance (with \$1,000 deductible) for those registrants without health insurance during USAV/Delta Region sanctioned events

## HIGH SCHOOL ASSOCIATIONS

Whether coaching a state high school team, junior volleyball team, or hosting a junior tournament for high school aged girls or boys, please remember that the high school associations have certain restrictions on players, coaches, awards, clinics, camps and all-star matches. Club Directors, coaches and tournament directors must take the rules into consideration when hosting a tryout, practice or USA Volleyball event. Consult the State High School Association in your area before planning an event, practice or tryout. It is imperative that all USA Volleyball sanctioned members and events comply with these high school regulations in every aspect. The Delta Region and USA Volleyball will not tolerate any action, whether intentional or unintentional, which will jeopardize the high school or college eligibility of these young athletes. Below are links to each state's Activities Association.

**ARKANSAS:** <http://www.ahsaa.org/>

**MISSISSIPPI:** <http://www.misshsaa.com>

**TENNESSEE:** <http://tssaa.org/>

**MISSOURI:** <http://www.mshsaa.org/>

## EXPLANATION OF FEES

**Manual Registration Fee:** An extra fee of \$10 is added to the registration of any individual who does not use the online registration system. The Delta Region strongly encourages all members to register online instead of using manual registration forms.

### ***Benefits of registering online:***

- Registration takes no more than 1-2 minutes using the online system.
- Membership and insurance coverage is immediate if you pay with a credit card.
- Registering online will increase the accuracy of the personal data since the member is inputting the information directly.
- The individual level of play is calculated during application based on date of birth (juniors only).
- The member gets acquainted with the online system. They will become familiar with updating their personal record and how to print their membership card.
- Electronic acceptance of Waiver & Release of Liability, Background Screening application, and Junior Club Personnel Code of Ethics means the club nor the region has to collect and store the forms.

## JUNIOR MEMBERSHIP CATAGORIES

### **Regular Girl's Junior Membership: \$52.00**

This Membership option is for players born on or after September 1, 2001. Membership allows the individual to participate in all USAV sanctioned events *without* restriction. (*Manual registration add \$10*)

### **Boy's Junior Membership: \$27.00**

This Membership option is for boy's who were born on or after September 1, 2001. Membership allows the individual to participate in Delta Region sanctioned events *with* restriction. If a member is participating in a national level activity, he would need to be upgraded to a full membership. Participants have the option to purchase USAV magazine (\$2.50). (*Manual registration add \$10*)

### **Youth Membership (8 and Under): FREE**

This Membership option is for players who were born on or after September 1, 2011. Membership allows the individual to play in regionally sanctioned tournaments only. Individuals in this category are not eligible to play in national level events (Region Bid Qualifier, Qualifiers, JNC, National

High Performance teams/camps, etc.). If a member is participating in a national level activity, she/he would need to be upgraded to a full membership. Participants have the option to purchase USAV magazine (\$2.50). (*Manual registration add \$10*)

### **Junior Team Manager: \$52.00**

This Membership option is for individuals born on or after September 1, 2001 (male or female) to be added to a team roster. Membership allows the individual to be courtside to assist the team in varying roles such as but not limited to shagging balls, keeping stats, and officiating. (*Manual registration add \$10*)

### **Junior Summer Membership: \$10.00**

The Summer Membership is not upgradable and is valid from May 1st of the season until the end of the season (10/31) and covers indoor and outdoor play. Individuals in this category are not eligible to play in national level events such as Qualifiers, JNC, National High Performance teams/camps, etc.

### **Junior Outdoor Membership: \$20.00**

This membership is a full season membership (beginning September 1-August 31) but limited to outdoor programming, including nationally sanctioned outdoor events and national outdoor championship. It does not include participation eligibility for any indoor programming. These memberships may be upgraded to a "regular" junior membership. Participants have the option to purchase USA Volleyball magazine (\$2.50).

## **USA VOLLEYBALL JUNIOR PLAYER AGE DEFINITION**

Once a player participates (including but not limited to practicing, training, attending workouts and/or competing) in a club or varsity program for any university, college, community college, or junior college, he/she is ineligible to take part in any regional and national programming, which includes but is not limited to national JNC qualifying and championship events.

Once a player participates (including but not limited to practicing, training, attending workouts and/or competing) in a club or varsity program for any university, college, community college, or junior college, he/she is ineligible to take part in any regional and national programming, which includes but is not limited to national JNC qualifying and championship events.

### **18 and Under Division:**

Players who were born on or after September 1, 2001  
or

Players who were born on or after September 1, 2000 **and** a high school student in the twelfth (12th) grade or below during some part of the current academic year

### **17 and Under Division:**

Players who were born on or after September 1, 2002

### **16 and Under Division:**

Players who were born on or after September 1, 2003

### **15 and Under Division:**

Players who were born on or after September 1, 2004

### **14 and Under Division:**

Players who were born on or after September 1, 2005

### **13 and Under Division:**

Players who were born on or after September 1, 2006

**12 and Under Division:**

Players who were born on or after September 1, 2007

**11 and Under Division:**

Players who were born on or after September 1, 2008

**10 and Under Division:**

Players who were born on or after September 1, 2009

**9 and Under Division:**

Players who were born on or after September 1, 2010

**8 and Under Division:**

Players who were born on or after September 1, 2011

**BOYS VOLLEYBALL**

During the 2019 Delta Directors Meeting, the region's Executive Board voted to allow boys to play in Delta Girls Volleyball Events ages 8-14. Rationale: Boys volleyball is the fastest growing sport in America. It was noted that one of the biggest obstacles in the region for some clubs wanting to develop boy's teams was the lack of local events in which they could compete. "Over the past few years we have been turning boys away from the sport after age 13." states Joe Williams, Delta Commissioner. "In many cases these boys have been playing volleyball in the region for 3-4 years. Until we can provide a sufficient number of boy's events, we must make an exception to allow these members to continue in the sport. While it may be a surprise for some of our junior girls, they will be able to say they were a part of boys' volleyball getting started in the south."

**DELTA GUIDELINES FOR BOYS PLAYING IN GIRLS EVENTS:**

- Boys ages 8-12 will continue to compete in Delta Region girl's events as a coed or an all-boys team in their qualifying age division.
- Boys who are age 13 will be allowed to compete in Delta Region's girl's events-in the 14s division as a coed or all-boys team.
- Boys who are age 14 will be allowed to compete in Delta Region girl's events by playing "up" two age divisions (as per the oldest boy on the team) to the 16s division as a coed or all-boys team.

**EXAMPLES:**

- a) Boys age 12 may compete in a girl's 12s division
- b) Boys age 13 may compete in a girl's 14s division
- c) Boys age 14 may compete in a girl's 16s division

Plans are being made for All-Boys Events in the Delta Region for boys ages 15-18. Please contact the region office if you have a boys team looking for competition. Please Note: No age waivers will be granted for male players.

Please note: Boys may not participate in the Delta Region Bid Qualifier, any Girls National Qualifier or the Junior Girl's National Championships Other regions may not allow boys to compete in their events. Check with tournament director prior to entering events.

## **ADULT MEMBERSHIP CATAGORIES**

### **Background Screening- \$30.00**

Completed every two years for adults associated with Junior Competition; Includes coaches, tournament directors, trainers, chaperones and officials.

### **Regular Adult Membership: \$52.00**

This Membership option allows the adult of a Junior Club to participate in all USAV sanctioned events without restriction. This membership includes Club Director, Coach, Assistant Coach, Trainer and Tournament Director. Add \$30.00 if background screening is needed. *(Manual registration add \$10)*

### **Chaperone of Junior Team: \$27.00**

This membership option will allow individuals 25 years and above to not only serve their team as chaperones, but, will allow the individual to begin the Official's certification process to be included on the team roster. Add \$30.00 if background screening is needed. Participants have option to purchase USAV magazine (\$2.50). *(Manual registration add \$10)*

### **Referee Membership: \$27.00**

This membership option is for adults wishing to referee junior competition and who are not affiliated with a Junior Program. Add \$30.00 if background screening is needed. *(Manual registration, add \$10).*

## **REGISTRATION REFUND POLICY**

Every person that wants to try out for a club must first become a member of USA Volleyball. The junior player membership fee is \$52 for females and \$27 for males. Registration can be completed on the JOIN NOW at [deltavolleyball.net](http://deltavolleyball.net). Much of the membership fee goes toward insurance not only for the player but also for the club and facility.

We understand if you are new to Junior Volleyball that you might not be completely sure that this is what your child wants to do. No worries. *If your child is not injured* during the tryout process, the Delta Region will issue a refund of the full USA Volleyball membership cost and cancel the membership if he/she decides not to play this season-**until November 30**. No refunds will be issued after November 30. Please note: if he/she sustains an injury we cannot refund the membership fee due to the fact we will need the insurance coverage to remain in effect for the athlete and the club.

The Delta Region mission is to promote, develop and expand volleyball opportunities for individuals within the region. We hope that everyone who attends a tryout will find a club to join. Unfortunately, not all clubs have the resources (*mainly coaches and gyms*) to keep everyone who goes through the tryout process. Athletes who do not make a program should not be discouraged. Clubs within the Delta Region values highly hard work, determination, and improvement over time. Every year is a new tryout year and Delta Region clubs look forward to athletes trying out in the following year and working to make a program. Please note: Issuing refunds is a service provided by the Delta Region for those who live within the region's boundaries—not all regions issue refunds to athletes who try out. Go to the [deltavolleyball.net](http://deltavolleyball.net) for Refund Request procedure.

## **USA/DELTA REGION VOLLEYBALL AGE AND IDENTITY FALSIFICATION POLICY**

For all USA Volleyball or Delta Region events, any person who alters any document that certifies the age or identity of a participant, or falsifies any statement which lists the age or identity of a participant, will be sanctioned as follows:

**Any team representative, coach, program director or responsible adult found to be party to such action shall:**

- 1) Be immediately suspended from registration with the USA Volleyball and barred from further participation in the event; and
- 2) Be barred from participation in any USA Volleyball events in any capacity for a minimum of two (2) years; and
- 3) Have a minimum probation of one additional year, to run consecutively to the suspension.

**A junior player who knowingly plays in a lower age classification than he or she is actually eligible for, or an adult player who knowingly plays in a higher age classification than he or she is actually eligible for, or any player who knowingly misrepresents his or her identity shall:**

- 1) Be immediately suspended from registration with the USA Volleyball and barred from further participation in the event;
- 2) Be barred from participation in any USA Volleyball events in any capacity, for a minimum of two (2) years; and
- 3) Have a minimum probation of one additional year, to run consecutively to the suspension.

When discovered and confirmed during an event, these penalties shall be the required minimum penalty imposed by the Event Arbitrator or the Event Ethics and Eligibility Committee. Any player in question must provide proof of identity and age eligibility, if requested.

The Event Arbitrator or the Event Ethics and Eligibility Appeals Committee shall file a report of any age or identity violation with the Corporation's Ethics and Eligibility Appeals Committee and with the Delta Region with its recommendation.

### **AGE WAIVER POLICY**

Many athletes would prefer to play with their classmates, even if they are slightly older and their birthdate would require her to play with an older age group. If the Club Director requests an age-group waiver, the entire team will be unable to play in nationally-sanctioned events.

Age Waivers are only granted to allow players to play with their classmates and not granted for developmental purposes. Age Waiver request can only be made by the Club Director. An Age Waiver Application must be completed by the Club Director and approved by the Delta Region Commissioner.

Age waivers will be granted to junior players within the Delta Region, to play in the next lower age group only. For example, a 16 year old junior player that is in the 9th grade and whose birthday is prior to Sept. 1 of the following year may apply for a waiver to play with her 9th grade classmates for the upcoming season. These waivers will be valid only within the Delta Region and will not be valid at the national level.

Age-waivered players' may not participate in the Delta Region Bid Qualifier, any National Qualifier or the Junior Girl's National Championships unless the player plays with her age-appropriate team.

Other regions **MAY** choose to allow the participation of age waived players. Contact the individual Tournament Director to check on the eligibility of waived players within the region you will be playing. If an outside region does not accept waived players then said player may not participate in sanctioned tournaments within that region unless the player plays with her age appropriate team as directed by the USAV Age Definitions.

Younger players who participate in an older division do not need a written age waiver. Age waivers may be voided due to false or misleading application.

## **COMPLETING INDIVIDUAL REGISTRATION**

Individuals are responsible for the accurate completion of their registration documents through the online registration system. This is the only way that we can insure that we are getting correct information from our members. If you do not have access to a computer, contact the Club Director for manual forms. An additional \$10.00 service fee shall be collected for all manual registrations.

If you choose to use the online credit card option, and all information is recorded accurately, the registration process will be completed at the time of payment. Junior players will be instructed to print the Player Medical History & Release Form to give to their Club Director. (This form will be held by the Club Director and a copy carried by the team coach to all practices & competitions.) The Membership card can be printed immediately. If the member is uncertain as to which Club they plan to join, they may choose "Undecided" as their club of choice. After tryouts are completed and the decision is made, the member can then log back in to the USAV Member Account site and change the club from Undecided to the appropriate club.

If you choose NOT to use the Electronic Signature Option, the online system will produce a manual Waiver & Release of Liability form, you'll need to sign the form & send it to the Region office (with your registration fee) to complete the registration. Junior players should give signed forms (signed by player and parent) and fees (if you choose not to use the on-line credit card payment) to their Club Director to send in.

## **SELECTING A TEAM/CLUB**

Each player and parents should be well-informed in selecting a team/club. Each club will have its own philosophies, rules, and expectations that vary from other clubs. Player and parents should make sure that they educate themselves on the ins and outs of the different clubs so that they can find a club that is the best fit for them.

Contact information for the current clubs in the Delta Region is listed on the region website. Parents and participants should also be aware that each team or club has its own autonomy and the Delta Region is not involved in the club's finances and management

## **PLAYER CONTACT & RECRUITMENT**

Recruiting is the active pursuit of an athlete to play for a particular club or team. Once an athlete has signed with a team or club, contacts with the player and parents of the athlete ( per SafeSport policy) with respect to recruiting cannot be done during the official junior volleyball season. The junior season runs from November 1 and concludes at the end of the Junior National Championships. If the athlete's team has finished playing for the season, it is acceptable for a recruiter to contact the player or parents of the athlete...this must be confirmed by the Club Director prior to the contact or the recruiter will be subject to penalties.

## **TRANSFER OF JUNIOR PLAYERS**

There are no player transfers allowed between active junior teams in the Delta Region after November 30. After November 30, he/she is committed to that club for the entire USAV season which concludes at the end of the Junior National Championships. NOT E: A change in geographical location of the family due to a change in job, military, scholastic or inner-collegiate status may receive special consideration. Application for a waiver to the Transfer Policy must be made in writing by the parent of the player to the Commissioner. The Club the player is leaving must release the player in writing to the Region Office before the Commissioner will provide any waiver.

A player can be reassigned to a different club in the Delta Region if the team the player is currently affiliated with has disbanded and no longer intends to participate in any USAV sanctioned event, whether in or outside the Delta Region. This must be confirmed by the Club Director before any

contact with the player. Players from a disbanded team may enroll with another team if the disbanded team or club provides written authorization to the Delta Region office releasing the player(s), and the new team provides Delta Region office with an acceptance letter. A disbanded team may withhold such authorization if the player(s) is/are not in good standing with the club. If a player on a disbanded team transfers without filing the proper written authorizations, then the player and the new team or club may be sanctioned.

No player may participate in different Qualifying events with different teams. No Delta Region junior player transfers will be granted to teams outside the Delta Region unless the family moves.

### **MULTIPLE ROSTER SETTING**

Clubs with multiple teams may move individual players within the club, as long as the player fits within the age requirement. Teams qualifying for Junior National Championships who participate in a National Qualifier Tournament and who qualify for Nationals shall have their roster frozen at the time the team qualifies for Junior Girls National Tournament. Note: *Coaches may appear on multiple team rosters, but junior players may only appear on one team roster.*

### **PLAYING UP**

Junior teams are allowed to play up in age brackets but must play in their own divisions for Regionals if there is a sufficient amount of teams in their age bracket to hold competitions at that age level. The Regional Championships director shall determine if there are sufficient teams in a given age bracket to hold competition at that level. If there is an insufficient number of teams in a certain age division for Regional Championship purposes, the teams shall play at the next higher age bracket. Teams must play in their own age division for the Delta Region Bid Championships ~ includes Indoor and Beach Qualifiers.

### **PLAYER EQUIPMENT**

- o [VolleyballRefTraining.com](http://VolleyballRefTraining.com) has a multi-media module on uniform requirements at USA Volleyball events.
- o We strongly advise all Club Directors that are looking to purchase uniforms to consult this resource.
- o The material is less than 10 minutes long and provides the most current information.

### **PLAYER UNIFORM WAIVER**

The DCR says "the color and design for the jerseys and shorts must be uniform..." which indicates shorts over spandex would not be allowable. However, for play within the Delta Region, the Delta Region Commissioner can grant exceptions to players who, for religious or modesty reasons, wish to cover up. Just forward the name of the player and team to the region office and you will be provided an e-mail that can be carried by the player to events (valid only with the Delta Region) to answer any questions that arise. The shorts will need to be the same color as the team's spandex. For play outside the Delta Region, the tournament director should be advised in advance to determine if her attire will be allowed. National Qualifiers will not permit this exception, so teams wishing to participate may want to adopt an alternate uniform for this event....this is a decision for each club and team and the Delta Region will not interfere in this democratic process.

### **DELTA REGION OFFICIATING REQUIREMENTS**

Each team in the Delta Region is required to have at least two certified referees, one certified scorekeeper, one certified Libero tracker and two certified line judges listed on the team roster. Different

levels of officiating certification are available through the Delta Region. Please review each certification requirement outlined in the Official's Guidebook.

With the increasing expectation of quality officials for volleyball matches, it is the recommendation of the Delta Region Board of Directors that coaches or chaperones of Junior Teams accept the role of primary referee (R1) for their team when R1 officials are not provided. Junior Officials may serve as a secondary referee (R2). We believe that this is the best direction for us to take for the protection of the younger players and the integrity of the game. We encourage all Junior Programs to embrace this concept and participate fully as a club. Certifications of Club Officials for junior teams are to fulfill requirements for officiating duties. Individuals who successfully complete the club certification process will receive the Delta Region lowest certification. Club Officials are not allowed to work events for pay.

Officials who are certified by the Delta Region/USA Volleyball are not employees of the Delta Region or USA Volleyball. All Officials serve as independent contractors when officiating at Delta Region-USAV sanctioned events.

The term as an independent contractor lasts for one membership season (November 1-October 31 each year) and must be annually renewed by registering as a Delta Region-USAV member. The term includes all officiating activities, including but not limited to, officiating, serving as a clinician, participating with referee ratings/training/certifications, tournament staff positions, and travel to/from Delta Region sanctioned events. As independent contractors, Officials are responsible for maintaining appropriate financial records for tax-filing purposes. Officials/independent contractors are not entitled to benefits, including workers' compensation and unemployment. Referees should obtain their own medical and disability insurance for officiating-related work. However, as Delta Region/USAV members, all Officials are covered by USA Volleyball's liability and secondary health insurances during sanctioned events.

The Delta Region Volleyball Association is not obligated to guarantee a minimum number of officiating-related assignments; however, Professional Officials are expected to make every effort to be available to work tournaments in the region. Professional Officials using the certification to referee collegiate matches and not working within the region are considered to be serving unsatisfactorily.

Conduct of all officials shall be at the highest standard at all times. Adult Referees and Scorekeepers who intend to work sanctioned Juniors Events in the Delta Region must comply with the Background Screening process as a condition of membership in the Delta Region and complete SafeSport online training. Complete instructions on Official certification can be located on the Delta Region website in the Official's Guidebook.

### **EXTENDED INSURANCE COVERAGE FOR CERTIFIED OFFICIALS**

The USA Volleyball insurance program provides protection to USA Volleyball certified officials while officiating "approved or sanctioned" events as part of the regional annual membership fee. USA Volleyball certified officials can protect themselves against claims of negligence by players or spectators and from personal injury resulting from an accident while officiating non-sanctioned volleyball competitions for an additional charge of \$6.85. USA Volleyball certified officials subscribing to this extension of insurance coverage can now have excellent insurance coverage for sanctioned and non-sanctioned volleyball competitions in which they are involved. Please keep in mind that coverage is afforded for volleyball officiating only and would not extend to basketball, soccer or any other sport. Members of PAVO already has coverage that includes officiating at any volleyball event (excluding back-yard volleyball events and/or bar events).

For an additional \$6.85, the following General Liability and Excess Medical coverage is provided to RVA members who are USA Volleyball certified officials during the membership year (September 1, 2017 – August 31, 2018):

**General Liability** (Bodily Injury and Property Damage)

\$5,000,000 General Aggregate – Per Event  
 \$1,000,000 Each Occurrence  
 \$5,000,000 Products/Completed Operations  
 \$1,000,000 Personal Injury and Advertising Injury Liability  
 \$1,000,000 Damage to premises rented to you  
 Excluded Medical Payments (premises only)

**Sports Accident - Excess Medical**

Coverage is provided to each participant who sustains bodily injury caused by an accident for reasonable, eligible medical expenses in excess of the deductible amount. For coverage to apply, bodily injury must occur while traveling directly to or from a volleyball competition or while participating as an official at a volleyball competition. Eligible expenses must be incurred within one year of the accident. The policy provides coverage against loss in excess of coverage provided by any other valid and collectible insurance.

\$25,000 Maximum Per Injury; \$250 deductible per injury if covered by other valid and collectible insurance.

\$1,000 deductible per injury if not covered by other valid and collectible insurance.

**Sports Accident – Accidental Death & Dismemberment**

\$10,000 Principal Sum; Coverage will pay \$10,000 for the accidental loss of life and \$2,500, \$5,000 or \$10,000 (depending on loss type) for covered incidents resulting in accidental dismemberment. Loss must occur within 365 days after the date of accident.

To obtain this coverage, contact the Delta Region office. *This is only a general summary of coverage and is not intended to attempt to describe all of the insurance policy provisions. Actual coverages are detailed in the policy and are subject to the conditions contained therein.*

**PLAYER SAFETY**

**CONCUSSION PREVENTION AND PREPARATION**

As a coach and/or administrator, you can play a key role in preventing concussions and responding to them properly when they occur. Here are some steps that can be taken to ensure the best outcome for your athletes and the team:

Educate athletes and parents about concussion. Talk with athletes and their parents about the dangers and potential long-term consequences of concussion. For more information on long-term effects of concussion, view the following online video clip:

[http://www.cdc.gov/ncipc/tbi/Coaches\\_Tool\\_Kit.htm#Video](http://www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm#Video). [Explain your concerns about concussion and your expectations of safe play to athletes, parents, and assistant coaches.](#)

- Pass out the concussion fact sheets for athletes and for parents at the beginning of the season and again if a concussion occurs.
- Insist that safety comes first.
- Teach athletes safe playing techniques and encourage them to follow the rules of play. Encourage athletes to practice good sportsmanship at all times.

- Make sure athletes wear the right protective equipment for their activity (such as shin guards). Protective equipment should fit properly, be well maintained, and be worn consistently and correctly.
- Review the athlete fact sheet with your team to help them recognize the signs and symptoms of a concussion. Teach athletes and parents that it's not smart to play with a concussion. Sometimes players and parents wrongly believe that it shows strength and courage to play injured. Discourage others from pressuring injured athletes to play. Don't let athletes persuade you that they're "just fine" after they have sustained any bump or blow to the head. Ask if players have ever had a concussion.
- Prevent long-term problems. A repeat concussion that occurs before the brain recovers from the first- usually within a short period of time (hours, days, or weeks)-can slow recovery or increase the likelihood of having long-term problems. In rare cases, repeat concussions can result in brain swelling, permanent brain damage, and even death. This more serious condition is called second impact syndrome (4.5). Keep athletes with known or suspected concussion from play until they have been evaluated and given permission to return to play by a health care professional with experience in evaluating for concussion. Remind your athletes: "It's better to miss one game than the whole season."

## **TOURNAMENT PROCEDURES**

In addition to the Member Handbook, the region has developed a Tournament Director Handbook to act as a guide to all tournament hosts and participants. All persons involved in Delta Region Volleyball, should familiarize themselves with the Tournament Director Guidebook and the current USA Volleyball DCR (Rule Book). USA Volleyball has authorized each Regional Volleyball Association to adopt minor variations of the rules for teams participating within its regional borders. Teams participating in other regions should familiarize themselves with the local regional rules of those regions, as well as the rules set forth in the USA Official Volleyball DCR.

## **HOSTING A TOURNAMENT**

The Delta Region encourages all clubs or organizations wishing to host tournaments to do so and obtain proper sanctioning. Those wishing to host tournaments should familiarize themselves with the Delta Region Tournament Director Guidebook (found on the region website) for hosting information. All sanctioned tournaments in the Delta Region must be applied online at [www.deltavolleyball.net](http://www.deltavolleyball.net). Tournaments applied for after this date will be assigned on a first come, first served basis. Tournament Directors must be regular members of the Delta Region unless pre-approved by the Delta Region Commissioner. For complete Delta Region tournament guidelines and information consult the Tournament Director Handbook on the Delta Region website.

## **UNSPORTSMANLIKE CONDUCT**

Any individual who commits an act or acts which the Delta Region Board of Directors determines to be grossly unsportsmanlike may be subject to disciplinary action and sanctions which the Board determines is appropriate. Such sanctions and penalties may include immediate suspension and expulsion, suspension and disbarment for one year, or such other sanctions and penalties the Board of Directors deems appropriate.

Gross unsportsmanlike conduct shall include, but not limited to, physical or verbal intimidation of any spectator, participant, coach, or official; physical, verbal, or emotional abuse of any spectator, participant, coach or player; damage to the facility or breach of the facilities' rules and regulations; use of an unregistered or improperly registered player; theft or misappropriation of another player, coach, or participant's belongings; theft or misappropriation of a team's equipment; any action considered to be an offense under Federal, State or local law ordinances.

All spectators of privately sanctioned events are granted entry to the facility as a courtesy. Anyone that enters/attends Delta Region sanctioned events must agree to abide by the following Code of Conducts:

## **USA VOLLEYBALL CODE OF CONDUCT**

The following actions are prohibited by USA Volleyball.

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Violation of any anti-doping policies, protocols or procedures as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Federation Internationale de Volleyball (FIVB), US Anti-Doping Agency (USADA) or the United States Olympic Committee (USOC). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USA Volleyball (USAV).

- Possession, consumption or distribution of alcohol and/or tobacco if illegal or in violation of USA Volleyball (USAV) or Delta Region Volleyball Association policy.
- USAV policy prohibits the possession, consumption or distribution of alcohol and/or tobacco by anyone in the event venue of any USA Volleyball/Delta Region sanctioned junior event.
- Use of a recognized identification card by anyone other than the individual described on the card.
- Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be part of any penalty imposed.)
- Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons at USAV/Delta Region sanctioned events.
- Any action considered to be an offense under Federal, State or local law ordinances.
- Violation of the specific policies, regulations, and/or procedures of the USA Volleyball, Delta Region or the facility used in conjunction with a sanctioned event. (It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.) Conduct which is inappropriate as determined by comparison to normally accepted behavior.
- Physical or verbal intimidation of any individual.
- Actions that will be detrimental to USA Volleyball or the Delta Region.

## **SPECTATOR/PARENT CODE OF CONDUCT**

All spectators of privately sanctioned events are granted entry to the facility as a courtesy. Anyone that enters/attends any Delta Region sanctioned event must 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 direct all concerns regarding officials to the Head Coach or Club Director for my team/club as opposed to contacting the Head Official directly.
- 10) I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
- 11) I WILL support the policies and guidelines of the team/club that I represent.
- 12) I WILL acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
- 13) I WILL model exemplary spectator behavior while attending this event.
- 14) I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

### **I WILL NOT:**

- 1) I WILL NOT harass or intimidate the officials.
- 2) I WILL NOT coach my child from the bleachers and/or sidelines.
- 3) I WILL NOT criticize my child's coach or his/her teammates.
- 4) I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Delta Region.
- 5) I WILL NOT bring and/or carry any firearms at any Delta Region event.
- 6) I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

**Note:** Any violation of this Code of Conduct will result in the individual being asked to leave the site/facility, and may result in them possibly being ban from attending future Delta 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 Delta Region office.

## DELTA REGION BOARD OF DIRECTORS

### **EXECUTIVE BRANCH (VOTING MEMBERS):**

Members of the Executive Board of Directors are elected for a term of three years as provided for in the Delta Region Bylaws.

- Commissioner Joe Williams: Email [com@deltavolleyball.net](mailto:com@deltavolleyball.net) Phone (870) 933-8110 (*term expires 2021*)
- Vice Commissioner Juraj Okolicany: Email [director@memphisvolleyball.com](mailto:director@memphisvolleyball.com) (*term expires 2021*)
- Danis Fuelling: Email [danis@phoenixcommcorp.com](mailto:danis@phoenixcommcorp.com) (*term expires 2021*)
- Jenny Lingenfelter: Email [jenny@ozarkjuniors.com](mailto:jenny@ozarkjuniors.com); (*term expires 2020*)
- BJ Golden: Email [adminlrjuniors.com](mailto:adminlrjuniors.com) Phone (501) 425-2564 (*term expires 2022*)
- Lee Dewey: Email [Ldewey29@msn.com](mailto:Ldewey29@msn.com) Phone (479) 739-2137 (*term expires 2022*)
- Robyn Everson: Email [fatchmovb@gmail.com](mailto:fatchmovb@gmail.com) (*term expires 2021*)

### **ADVISORY BRANCH (NON-VOTING MEMBERS):**

Members of the Advisory Board of Directors are appointed by the Delta Region Commissioner as provided for in the Delta Region Bylaws.

- Delta Region Office Manager/Director of Region Services: Joanie Williams: Email [reg@deltavolleyball.net](mailto:reg@deltavolleyball.net) Phone (870) 933-8110
- Referee Chair: Keith Hutchison: Email [keithvbref@gmail.com](mailto:keithvbref@gmail.com)
- Score Chair: Rachael Stringer: Email: [rstringer12@gmail.com](mailto:rstringer12@gmail.com)
- At-Large: Angela Walls: [angela.walls@conwaycorp.net](mailto:angela.walls@conwaycorp.net)
- At-Large: Keith Haney: Email [gtvakeith@gmail.com](mailto:gtvakeith@gmail.com)

## US CENTER FOR SAFESPORT

USA Volleyball has a SafeSport 24-hour victim hotline. The SafeSport Helpline will provide crisis intervention, referrals and emotional support specifically designed for athletes, staff and other sport participants affected by sexual assault. Through this anonymous and secure service, highly trained specialists will provide live, confidential, one-on-one support by phone or online chat. A mobile application is also available for iOS and Android users.

Phone: 866-200-0796

Online chat: <https://hotline.rainn.org/safesport>

Website: [safesporthehelpline.org](https://safesporthehelpline.org)

In addition to providing victim support services, the Center investigates and resolves allegations of sexual misconduct for the U.S. Olympic and Paralympic movement's 47 member national governing bodies. To report suspected misconduct within one of these organizations, individuals are encouraged to contact the Center by phone or submit an online report form.

Phone: 720-524-5640

Online: <https://www.safesport.org/response-resolution/report>

## DELTA REGION OFFICE

The Delta Region office is located at 1102 Laurelwood Court, Jonesboro, Arkansas, 72401. The region office phone number is (870) 933-8110. Office Manager Joanie Williams can be reached at [reg@deltavolleyball.net](mailto:reg@deltavolleyball.net).

*This Delta Region Member Handbook contains policies, procedures and Due Process of the Region. Any questions regarding deviations from these set policies and/or procedures should be directed to the Regional Commissioner, Joe Williams at [com@deltavolleyball.net](mailto:com@deltavolleyball.net).*