

CHRVA JUNIOR RECRUITING POLICY

(updated June 2016)

Purpose

In an effort to protect players from possible NCAA violations and to limit conflicts with high school volleyball where relevant, the CHRVA Junior Recruiting Policy has been developed to allow players and their agents to make informed decisions about selecting a club without the influence of such clubs in an aggressive or biased manner. This policy is designed to govern the conduct and sanction of teams/clubs and staff that are in violation of this policy. The scope of this policy is limited to the USAV/CHRVA indoor season.

Definitions

Agent - for purposes of this document, “agent” refers to an athlete’s parent, guardian, family member, or any other such person who acts on behalf of the athlete.

Recruiting – is defined as any contact with a prospective junior player or the player’s agent in an effort to commit that player to a particular team/club.

- Contact includes but is not limited to:
 - In person
 - Phone or Fax
 - Electronic (email, text)
 - Correspondence directly to player or the player’s agent such as letters, post cards, etc., addressed specifically to said player
- The distribution of generic club materials is permitted at any time
- A Chesapeake Region member club may not actively recruit a player from another region.
 - Actively recruiting is defined as contacting a player directly with any means of communication to include e-mails, phone, and/or postal mail.

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Tryouts / Clinics / Camps

A **tryout** is an organized event for the purpose of evaluating prospective players. They may be private (invitation only) or open to the public (preferred).

- Tryouts may not begin until the start of the Open Tryout Period specified in the table above.

“Open Tryout Period” is defined as the block of days that players may tryout with no expectations of having to make a commitment to a team/club, nor can a team/club require a commitment from a player. During this period, teams/clubs may extend offers to players. An offer must be dated and in writing, via verifiable electronic (e.g. email) or non-electronic means. Once made, those offers may not be rescinded by the club until the end of the “Open Tryout Period” or until said player has communicated a decline of offer to the club.

- An offer must be dated and in writing, via verifiable electronic (e.g. email) or non-electronic means.
- If an offer is made, that player’s spot on the team is guaranteed only until the end of the “Open Tryout Period” or until he/she formally accepts an offer from another team/club.
- A player or the player’s agent may accept an offered position prior to the expiration of “Open Tryout Period” if they choose.
- Extending a greater number of offers than there are open positions on a team, and subsequently indicating that those limited number of open positions will be filled on a first-come-first-serve basis, is not in the spirit of this rule and is therefore a violation.
- Upon conclusion of the “Open Tryout Period”, offers and commitments may take place with no expectation of a grace period.
- Open Tryout Periods are published annually prior to the start of the season, sent to Club Directors, and posted on the CHRVA Juniors website.

Clinics are organized events for the purpose of coaching and training. They may be private (club only) or open to the public (preferred). *Clinics are not to be used for recruitment purposes.*

- Clinics may be offered at any time during the year. However, if they are offered during the Competition Period as defined above, they are only open to current club members or players who are not committed to another club.

Camps organized or operated by clubs are permitted to be held at any time during the year for the purpose of player development, but **not** for recruitment.

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Commitments / Offers

A **commitment** to a club is a written agreement between the club and the prospective player or the player's agent, for such player to play for that team/club.

- No offer may be made to any prospective player or the player's agent prior to the start of the "Open Tryout Period" for the age group of that team.
- No acceptance may be made by a prospective player or a player's agent prior to the start of the "Open Tryout Period" for the age group of that team.

An **offer** is a written promise of a position on a team that is presented to a player or the player's agent for acceptance or rejection.

- **Offers** must be dated and in writing, via verifiable electronic (e.g. email) or non-electronic means.

Incentives

An **incentive** is the perceived belief that a prospective player or the player's agent receives some form of a benefit based on the commitment to a particular team/club.

- Clubs or teams are not permitted to offer discounts, scholarships, or other financial offers to any one or a group of prospective players in exchange for commitment to the respective club unless those same opportunities are available to all players and are public knowledge.
- Clubs or teams are not permitted to offer targeted "special" terms or "guarantees," gifts, or the threat of consequences if targeted prospective player(s) do not commit to respective club.
- Unless the club/team is a non-profit corporation recognized by the IRS in a manner that makes it permissible to offer such items, a club/team cannot offer discounts, scholarships, etc.
- Any such "privilege" given to players not done in the above manner can jeopardize a player's NCAA eligibility.

Player Eligibility (NCAA)

Each club must understand that its actions may result in the prospective player's NCAA eligibility being jeopardized based on respective recruiting attempts.

- If at any time an NCAA recruiting rule is violated and is the direct result of a club's recruitment of such player, the club will be held liable for such actions.
- If an NCAA rule is violated, the violation will be reported to the appropriate parties.

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Reporting a Recruiting Violation

Recruiting violations must be reported within 30 days of the infraction or discovery of the infraction. Reports must be submitted in writing, via USPS or email to the Juniors Ethics Chairperson or any member of the CHRVA Board of Directors. Include the details of the violation, the player(s), the club involved as well as the name, phone, and address of the individual filing the complaint. Phone calls and in person conversations are not considered valid reports. Confirmation of the receipt of complaint will be sent to the complainant within seven (7) business days.

Sanctions

Once a decision on a recruiting violation has been made by the Chesapeake Region, a response will be sent to the appropriate parties. The decision could result in a sanction against an individual(s), team(s) and/or a club up to and including suspension, monetary fines and the inability to register a team with CHRVA. Appeals can be made to the Regional Commissioner. All sanctions will be issued in accordance with the CHRVA Handbook.

Recruiting Recommendations

- Do not make excessive contacts with prospective players. One or two contacts should be sufficient.
- Do not talk negatively about other clubs or coaches.
- Be honest about your club. Let the club promote itself.
- Encourage prospective players to go to other tryouts. Let them make informed decisions about which club to choose.
- At your tryout, give written letters to the players you select.
- Do not place restrictions on your commitments. You may force the player to choose another club because of these restraints.