



## **Wellington Volleyball Academy (WVBA)**

### **2025-2026 Travel Season Handbook**

#### **Practice Rules**

The scheduled practice time is the start time and not the arrival time. Plan on arriving at least 15 minutes before the start of each practice. There may be a consequence for arriving late to practice and competitions (e.g., impact on playing time).

- "Horseplay" by athletes or coaches at practice or tournaments is strictly prohibited.

- All athletes are expected to make every effort to attend every practice. Only a serious illness that keeps the athlete home from school or a genuine family emergency are legitimate excuses for missing practice.

- Regardless of the reason, playing time may be affected if an athlete misses practice. If an athlete cannot be at practice, either the athlete or a parent is expected to contact the coach before the start of practice.

Athletes are encouraged to bring water in an unbreakable container to practices or tournaments. However, glass containers are not allowed in the gym.

- In case of unforeseen emergencies or inclement weather, the club will contact you with schedule changes.



## Tournament Rules

All athletes are expected to be at the tournament site, ready to warm up, at least 30 minutes before the scheduled start time (as determined by the coach).

- Athletes and/or parents must provide transportation to and from tournament sites.

- Athletes are not to leave the tournament site until the coach approves.

- If an athlete cannot be at a tournament, the athlete is expected to contact the coach as soon as possible. It is the athlete's responsibility to reach the coach before the tournament starts.

- Proper conduct is expected from all athletes, coaches, parents, and fans at all times.

Officiating

Officiating is the team's shared responsibility. All WVBA athletes must attend a scorekeeper clinic and help with line judging, scorekeeping, and officiating. Coaches will establish a schedule for officiating assignments. Athletes are expected to remain at the tournament site until the team is dismissed.



## **Athlete's Account**

- An athlete with a delinquent account during the current season may be denied participation in tournaments or practices until the account is paid or arrangements are made with the Club Administration.
- Delinquent accounts may also disallow membership for the next season.
- Club fees are non-refundable.
- You are financially liable for the total cost upon the written commitment to Wellington Volleyball Academy.

## **Playing Other Sports**

School sports and activities are an integral part of a scholastic experience. However, it is recommended that if an athlete is going to miss more than 20% of practices due to other obligations, they should reconsider participation in the WVBA program. Missing a significant number of practices does not make it cost-effective for families. It makes it very difficult to build team chemistry and team cohesion at a competitive level.

If an athlete participates in another sport, WVBA expects her to prioritize the club team when there is a conflict between the two sports. This means that WVBA expects the athlete to attend all practices unless there is a scheduled competition for the other sport at the same time as the scheduled practices.

If a volleyball tournament conflicts with another sports competition, the coach and the athlete will decide on a case-by-case basis.



## **Playing Time**

We believe in “equitable” playing time but do not guarantee equal playing time on any team or at any event. WVBA’s philosophy is that coaches are the best qualified and equipped individuals to make 'playing time' decisions; playing time decisions are left solely to the coach's discretion. The "coaching decision" is not up for debate or question. Athletes are encouraged to ask what and how to improve to get more playing time.

Playing time for athletes is determined by the following:

- attendance
- attitude
- effort
- performance
- athlete's potential
- team's needs at the moment
- team's needs in the future

## **No Tolerance Policy**

WVBA does not tolerate hostile, aggressive confrontations between a parent and any official, another parent, a coach, another athlete, or another team's representative (including coach, athlete, or parent). Violating this policy may result in the athlete being dismissed from WVBA without a refund.



## **Automatic Expulsion**

WVBA will automatically dismiss an athlete or parent if any of the following occurs:

- Using alcohol or drugs anytime during an official function (i.e., practice, tournament, meeting, etc.).
- Smoking at any of the practice locations.
- Leaving lodging premises without notifying the coach and without a chaperone.
- Approaching a coach, athlete, or any other club member inappropriately at any official function.
- Having more than five absences (subject to Club Director Review).
- Failing to pay the club fees.
- Intentionally damaging equipment owned by WVBA or any facility used by the club during practices, tournaments, other functions, or lodging facilities and not reimbursing the club promptly (usually within one (1) week)



## Grievance Procedures

By nature, competitive team athletics creates an environment where athletes, parents, and coaches may not agree with all decisions. Knowing when and how to communicate with the coach or Club is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about playing time issues.

Athletes are first encouraged to communicate with their coaches. We expect players to be able to approach their coach directly. If the athlete is a younger player, it is permissible for a parent to contact the coach after a 24-hour waiting period to inform them that their daughter has a concern and to please meet with both of them. Athletes are expected to discuss issues concerning playing time or any other volleyball-related subject with their coaches before escalation is needed. Parents are encouraged to communicate with the club only after exhausting all the resources to resolve the problem.

Coaches are instructed not to discuss "coaching decisions" with parents or other family members. These "coaching decisions" include playing time, substitution patterns, team line-up decisions, etc. Coaches are not required to defend their thought processes or conclusions at any time during the season except to the player. Coaches are not accountable to parents for coaching decisions but to club directors.

Coaches are instructed not to engage in controversial discussions during tournaments. If a coach is approached during a tournament, they have been asked to refuse to discuss any controversial matter, to refer the parent to the grievance process, and to walk away from the situation.

Parents and Athletes are asked to adhere to the following grievance process:

**ALL STEPS MUST BE TAKEN AFTER THE 24-HOUR WAITING PERIOD.**



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1. The Athlete meets with the coach to discuss the matter. If the issue is not resolved or the athlete has a reasonable concern after speaking to the coach, they call a meeting with the Athlete, Parent, and Coach.
2. The Parent and the Athlete meet with the Coach to discuss the matter. If the issue is not resolved or the Parent has reasonable concerns after speaking to the Coach, a meeting with the Parent, Coach, and the Club's Parent Liaison is called to discuss the issue.
3. The Parent, Coach, and Parent Liaison meet to discuss the matter. The Club may ask the Athlete to attend the meeting. If the issue is unresolved, the Parent Liaison escalates the case to WVBA's Directors and the Advisory Committee. The coach walks away and is asked to refuse to discuss any further issues with the Parent or Athlete and refer the Parents to the Parent Liaison.
4. The WVBA Advisory Committee will make a decision. Wellington Volleyball Academy and the Advisory Committee's decisions and recommendations are final and not subject to appeal.

The recommended time for a parent or athlete to meet with a coach is immediately after a scheduled practice.

WVBA strongly promotes fairness and believes in open communication. All issues and concerns are immediately addressed with the athlete's well-being in mind.

If you believe your child is suffering emotional or physical harm from other team members or coaching staff, report it immediately to the Parent Liaison ([natalie.wvba@gmail.com](mailto:natalie.wvba@gmail.com)).



## **Alcohol Policy for Youth/Junior Volleyball Activities & Events**

**OVERVIEW:** This policy governs all USA Volleyball youth/junior events and activities sanctioned by the Florida Region of USA Volleyball.

**POLICY:** The Florida Region of USA Volleyball prohibits the possession, sale, purchase, and consumption of alcoholic beverages at all sanctioned youth/junior volleyball events. Alcoholic beverages are not permitted to be present or consumed on the premises of any sanctioned/insured space of any venue, including common areas inside the sanctioned/insured area.

**NOTES:** The following notes are designed to clarify specific situations that may occur and how they should be handled.

1. If a rented/owned venue has a space dedicated to serve food/drinks inside the sanctioned/insured area, alcohol may not be served during the posted event hours if youth/junior athletes are training or competing. This prohibition applies to a gymnasium/sports venue that may be used by multiple unrelated organizations simultaneously.
2. If a rented/owned venue has a separate outside entrance to a space where alcohol is being served in the same building, there can be no internal entryway/hallway/access to the competition space where the youth/junior athletes are competing.
  - a. Note 2.1: In this example, no spectators attending the youth/junior volleyball event may take alcohol from the separate space (referenced in Note 2) into the sanctioned competition space.
  - b. Note 2.2: The venue operator in this example would need to provide proof of the required liquor licenses to sell alcohol and would need to provide proof of liquor liability insurance naming the event promoter and the Florida Region of USA Volleyball as an additional insured.
3. If a rented/owned venue has a common overlook area inside the sanctioned event space with visible access to the playing courts by attendees, alcohol may not be served or consumed in that area.
4. If a youth/junior beach or grass event is adjacent to an establishment that sells alcohol, the alcohol may not be brought back into or consumed inside the event perimeter.
5. Additional situations that may not be covered above are also subject to this policy and must be disclosed by the event promoter/tournament director and cleared by the Florida Region before the event to avoid any sanctioning penalties.

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6. As part of this policy, the following requirements for event promoters/tournament directors will be in effect:
  - a. Event promoters/tournament directors will be required to indicate if any alcohol is available to be purchased or consumed from the venue within the sanctioned event space or in any common area or adjacent space within the same building when requesting an event sanction and insurance coverage from the Florida Region and/or USA Volleyball.
  - b. Event promoters/tournament directors will be required to indicate if alcohol was available or consumed within the sanctioned event space or in any common area or adjacent space within the same building on their post-event report.

**IMPORTANT:** A violation of this policy will result in the event in violation not being awarded ranking points for the event and MAY result in additional sanctions by the Florida Region, up to and including loss of Good Standing status as an event promoter.



# Minor Athlete Abuse Prevention Policies ("MAAP")

Publication Date: December 20, 2024

Effective Date: January 1, 2025

## INTRODUCTION

The U.S. Center for SafeSport (the Center) is committed to building a sport community where Participants can work and learn together in an atmosphere free of emotional, physical, and sexual misconduct. The most commonly used terms throughout this document are defined in the Terminology section in the back of this document.

## AUTHORITY

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 authorizes the Center to develop training and policies to prevent abuse—including physical, emotional, and sexual abuse—within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(1). Federal law requires that, at a minimum, national governing bodies and paralympic sports organizations *must offer and give consistent training related to the prevention of child abuse: (1) to all adult members who are in regular contact with amateur athletes who are minors and (2) subject to parental consent, to members who are minors.* 36 U.S.C. § 220542(a)(3). Federal law requires that these policies contain reasonable procedures to limit unobservable and uninterrupted one-on-one interactions between an amateur athlete, who is a minor, and an adult, who is not the minor's legal guardian, at facilities under the jurisdiction of organizations within the U.S. Olympic and Paralympic Movement. 36 U.S.C. § 220542(a)(2). To that end, the Center has developed the Minor Athlete Abuse Prevention Policies ("MAAPP").

## What is MAAPP?

The MAAPP is a collection of proactive prevention and training policies for the U.S.

Olympic and Paralympic Movement. It has four primary components:

1. Organizational Requirements for Education & Training and Prevention Policies;

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2. An Education & Training Policy that requires training for certain Adult Participants within the Olympic and Paralympic Movement;
3. Required Prevention Policies, focused on limiting one-on-one interactions between Adult Participants and Minor Athletes that Organizations within the Olympic and Paralympic Movement must implement to prevent abuse;
4. Recommended Prevention Policies.

The Center developed the MAAPP to assist National Governing Bodies (NGBs), Local Affiliated Organizations (LAOs), the U.S. Olympic and Paralympic Committee (USOPC), and other individuals to whom these policies apply in meeting their obligations under federal law (*Note: implementing these policies does not guarantee that an organization or individual fully complies with federal law or all applicable legal obligations*). These Organizations should share these policies with all Participants and with parents/guardians of minor athletes. Those implementing these policies should consider the physical and cognitive needs of all athletes.

The MAAPP focuses on just two important aspects of a much larger comprehensive abuse prevention strategy. These policies address training requirements and limiting one-on-one interactions between adults and minor athletes. These policies are intended to be enforceable and reasonable, acknowledging, for example, that when a 17-year-old athlete turns 18, they become an adult athlete, and a complete prohibition of one-on-one interactions may not be necessary or practical. Additionally, there may be other instances when one-on-one interactions could occur, and in those cases, these policies provide strategies so parents/guardians can provide informed consent if they choose to allow a permitted interaction. **The Center recommends that parents first complete training on abuse prevention to be informed about potential boundary violations and concerns before consenting to the interaction.**

While the MAAPP will help organizations implement these policies to greatly improve minor athlete safety, in no way can they guarantee athlete safety in all circumstances, especially when the policies are not fully implemented, followed, or monitored. These policies are not comprehensive of all prevention strategies, nor are they intended to be. These policies should be



implemented alongside the [SafeSport Code](#). Additionally, other resources are available that may assist organizations in improving athlete safety.<sup>OF1</sup>

### **How Does the Center Ensure Compliance with the MAAPP?**

Federal law requires the Center to conduct regular and random audits of the NGBs to ensure compliance with these policies. 36 U.S.C. § 220542(a)(2)(E). More specific organizational compliance requirements can be found in Part I. Additionally, it is the responsibility of the USOPC and each NGB, LAO, and Adult Participant to comply with the MAAPP. The aforementioned Organizations can address violations of the MAAPP by Adult Participants in their respective programs. Adult Participants also have an independent responsibility to comply with these MAAPP provisions. Violations of these provisions can result in sanctions under the SafeSport Code.

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<sup>1</sup> Saul, J., & Audage, N. C. (2007). Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta, GA: Centers for Disease Control and Prevention.

Canadian Centre for Child Protection. (2014). Child Sexual Abuse: It Is Your Business. Winnipeg, Manitoba: Canadian Centre for Child Protection.

The Australian Royal Commission Into Institutional Responses to Child Sexual Abuse. (2017). Final Report.



## **Is the MAAPP Different from the SafeSport Code?**

Yes. The [SafeSport Code](#) works alongside the MAAPP to prevent abuse. The MAAPP includes proactive prevention policies for organizations and individuals, while the SafeSport Code contains misconduct policies for individuals. However, violations of the MAAPP can violate the SafeSport Code, and violators who are also Participants can be sanctioned.

## **SCOPE**

### **The MAAPP Applies to “In-Program Contact” Within the Olympic and Paralympic Movement**

The MAAPP, or a policy containing the minimum required components of the MAAPP, is required for the U.S. Olympic & Paralympic Committee (USOPC), National Governing Bodies (NGB), and Local Affiliated Organizations (LAO) within the Olympic and Paralympic Movement (each an “Organization”).

Some policies impose requirements on Organizations at sanctioned events and facilities partially or fully under the Organization’s jurisdiction. For example, Organizations must monitor locker rooms at their facilities and sanctioned events. Other policies impose certain requirements on Adult Participants under the Organization’s jurisdiction when the Adult Participant is having “In-Program Contact.” For example, Adult Participants cannot have one-on-one meetings with a Minor Athlete unless it is observable and interruptible.



## Who is a Minor Athlete?

A **Minor Athlete** is an amateur athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of USA Volleyball and its LAOs.<sup>1F2</sup>

**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by USA Volleyball and its LAOs, or any facility that USA Volleyball or its LAOs owns, leases, or rents for practice, training, or competition.

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<sup>2</sup> This term shall also include any minor who participates in, or participated within the previous 12 months in, a nonathlete role partially or fully under the jurisdiction of an NGB, USOPC, or LAO. Examples include, but are not limited to: officials, coaches, or volunteers.



## Who is an Adult Participant?

An **Adult Participant** is any adult (18 years of age or older) who is:

1. A member or license holder of USA Volleyball;
2. An employee or board member of USA Volleyball or its LAOs;
3. Within the governance or disciplinary jurisdiction of USA Volleyball or its LAOs;
4. Authorized, approved, or appointed by USA Volleyball or its LAOs to have regular contact with or authority over minor athletes.<sup>2F3</sup>

## What is In-Program Contact?

In-Program Contact includes sanctioned events and facilities, but it also applies more broadly to sport-related interactions. **The MAAPP defines “In-Program Contact” as:**

*Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.*

Examples of activities related to participation in sport that could be identified as In Program Contact include, but are not limited to: competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or sport-related fundraising or community service, sport education, or competition site visits.

## Am I required to take SafeSport Training?

Certain Adult Participants within the Olympic and Paralympic Movement who have (i) regular contact with amateur athletes who are minors, (ii) authority over amateur athletes who are minors, or (iii) are employees or board members of USA Volleyball and its LAOs are required to take training. The specific training requirements can be found in Part II.



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3 This may include volunteers, medical staff, trainers, chaperones, monitors, contract personnel, bus/van drivers, officials, adult athletes, staff, board members, and any other individual who meets the Adult Participant definition.

## **PART I ORGANIZATIONAL REQUIREMENTS FOR EDUCATION & TRAINING AND PREVENTION POLICIES**

All NGBs, LAOs, and the USOPC, in this case “USA Volleyball”, must implement proactive policies designed to prevent abuse. These organizational requirements are described below.

1. USA Volleyball must track whether Adult Participants under its jurisdiction complete the required training listed in Part II.
2. USA Volleyball must, every 12 months, offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse.
  - a. For training to minor athletes, USA Volleyball must track a description of the training and how the training was offered and provided to minor athletes.
  - b. USA Volleyball is not required to track individual course completions of minor athletes.
3. USA Volleyball must, every 12 months, offer training to parents on the prevention and reporting of child abuse.
  - a. For training to parents, USA Volleyball must track a description of the training and how the training was offered and provided to parents.
  - b. USA Volleyball is not required to track individual course completions of parents.

### **B. Required Prevention Policies and Implementation**

1. USA Volleyball must develop minor athlete abuse prevention policies to limit one-on-one interactions between a Minor Athlete and an Adult Participant. These policies must contain the mandatory components of the Center’s model policies in Part III. These model policies cover:
  - a. Meetings



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- b. Individual training sessions
- c. Therapeutic and Recovery Modalities and Manual Therapy
- d. Locker rooms and changing areas
- e. Electronic communications
- f. Transportation
- g. Lodging and Residential Environments

2. The policies must be approved by the Center as described in subsection (C) below. The policies may include the recommended components in Part III and the recommended policies in Part IV. Given the uniqueness of each sport, however, some recommended components or policies may not be feasible or appropriate. Such concerns should be addressed with the Center during the Policy Approval and Submission Process discussed below. USA Volleyball may choose to implement stricter standards than the model policies.

3. USA Volleyball must also require that its LAOs implement these policies within each LAO.

4. USA Volleyball and its LAOs must implement these policies for all In-Program Contact.

a. At sanctioned events and facilities partially or fully under its jurisdiction, the Organization must take steps to ensure the policies are implemented and followed.

b. For In-Program Contact that occurs outside USA Volleyball's and LAOs'

sanctioned event or facilities, implementing these policies means:

- i. Communicating the policies to individuals under its jurisdiction;
- ii. Establishing a reporting mechanism for violations of the policies;
- iii. Investigating and enforcing violations of the policies.

5. USA Volleyball and its LAOs must have a reporting mechanism to accept reports that an Adult Participant is violating USA Volleyball's Minor Athlete Abuse Prevention Policies. The Organization must appropriately investigate



and resolve any reports received, unless the violation is reported to the Center and it exercises jurisdiction over the report. This requirement is in addition to requirements to report abuse under the SafeSport Code.

### **C. Policy Approval and Submission Process**

1. USA Volleyball may adopt the mandatory minimum requirements of the MAAPP as-is or adapt it to fit their needs. Regardless, USA Volleyball must submit their policies to the Center at [compliance@safesport.org](mailto:compliance@safesport.org) for review and approval by April 1, 2024. The Center will approve, approve with modifications, or deny the policies. If the Center denies the proposed policy, the mandatory components of Part III of the Center's Model MAAPP become the default policy until the Center approves the policy.
2. USA Volleyball must require their LAOs to incorporate the mandatory components of Part III. USA Volleyball may require that their LAOs implement USA Volleyball policies, which may be more stringent than the policies in Part III.
3. The mandatory components of Part III will serve as the default policy for any Organization that fails to develop its own policy as required by this section.

Any changes made to USA Volleyball's MAAPP after the policy is approved must be submitted to the Center for approval. The previously approved MAAPP will remain in effect until written approval is provided to USA Volleyball from the Center.



## **PART II EDUCATION & TRAINING POLICY**

### **A. Mandatory Child Abuse Prevention Training for Adult Participants**

#### **1. Adult Participants Required to Complete Training**

a. The following Adult Participants must complete the *SafeSport® Trained* Core Course through the Center's online training:

- i. Adult Participants who have regular contact with any amateur athlete(s) who is a minor;
- ii. Adult Participants who have authority over any amateur athlete(s) who is a minor;
- iii. Adult Participants who are an employee or board member of USA Volleyball or its affiliate LAOs.

#### **2. Timing of Training**

Adult Participants must complete this training before regular contact with an amateur athlete who is a minor begins or within the first 45 days of either initial membership or upon beginning a new role subjecting the adult to this policy, whichever comes first.

#### **3. Refresher Training**

The above-listed Adult Participants must complete a refresher course every 12 months, beginning the calendar year after completing the *SafeSport® Trained* Core Course. Every four years, Adult Participants will complete the *SafeSport® Trained* Core Course training. Medical providers can take the Health Professionals Course in lieu of the *SafeSport® Trained* Core Course and are required to take the refresher courses on an annual basis if they meet the criteria for A(1).

### **B. Minor Athlete Training Must Be Offered**

1. USA Volleyball, every 12 months, must offer and, subject to parental consent, give training to minor athletes on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.

2. The Center offers youth courses, located at [safesporttrained.org](https://safesporttrained.org), that meet this requirement.



### C. Parent Training Must Be Offered

1. USA Volleyball, every 12 months, must offer training to parents on the prevention and reporting of child abuse. USA Volleyball offers this training in its welcome letter to members.
2. The Center offers a parent course, located at [safesporttrained.org](https://safesporttrained.org), that meets this requirement.

### D. Optional Training

1. Adult Participants serving in a volunteer capacity, who will **not** have regular contact with or authority over any amateur athlete(s) who is a minor, should take the Center's brief Volunteer Course (or *SafeSport® Trained Core Course*) before engaging or interacting with any minor athlete(s).
2. USA Volleyball may provide training *in addition to* the *SafeSport® Trained Core Course*, although they cannot refer to this training as "SafeSport" training. **Training other than the *SafeSport Trained Core Course* or Refresher does not satisfy this policy.**
3. Parents of minor athletes are provided free online access to the Center's parent course and are encouraged to take the training.

### E. Exemptions and Accommodations

The Center's online training courses contain information about various forms of abuse. The courses do not include graphic descriptions of abuse or show violent images or video. The content may be uncomfortable or trigger trauma for some participants.

1. Exemptions to the online training requirement may be requested by survivors of abuse and misconduct. Survivors of abuse can request an exemption by contacting USA Volleyball or can choose to contact the Center directly to request an exemption at [exemptions@safesport.org](mailto:exemptions@safesport.org). All exemptions granted by the Center or by USA Volleyball in this category are considered indefinite. The Center will track all requests for exemptions upon notification from USA Volleyball.

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2. Exemptions to the online training requirement for reasons other than survivor of abuse and misconduct are limited to cognitive or physical disability or language barrier. Requests for these exemptions must be made by the individual to USA Volleyball. USA Volleyball will determine whether to grant the exemption. If USA Volleyball grants the exemption, it must track the exemption to ensure it is appropriately applied to the individual's membership status. USA Volleyball must preserve documentation that the exemption was granted and for what duration.

3. The Center has several options available to assist individuals in completing the online training courses, including screen reader-compatible versions and course availability in several languages, including English, Spanish, French, Mandarin, Russian, German, and Japanese. If none of the available options will fit the individual's needs, USA Volleyball may determine whether to grant an exemption.



## **PART III REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS**

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

**All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be *observable and interruptible*, except in emergency circumstances or with a documented exception.**

### **EXCEPTIONS**

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There are certain relationships and situations in which one-on-one interactions may be allowed or necessary. This section identifies policy exceptions for close-in-age relationships, Personal Care Assistants, dual relationships, and emergencies.

**The following exceptions are applicable within all Required Prevention Policies unless otherwise noted.**

#### **A. Mandatory Components**

##### 1. A Close-in-Age Exception

The purpose of this exception is to allow for continued relationships among athletes on the same team.

This exception allows for one-on-one In-Program Contact between an Adult Participant

and a Minor Athlete if:

- a. The Adult Participant has **no** authority over the Minor Athlete; and
- b. The Adult Participant is not more than 4 years older (determined by birth date) than the Minor Athlete.

***Note: This exception is different than the close-in-age exception in the [SafeSport Code](#)***



*pertaining to misconduct.*

2. Exceptions for Adult Participant Personal Care Assistants Working with a Minor Athlete

This exception exists for Adult Participants who also assist an athlete with activities of daily living and preparation for athletic participation.

This exception allows for one-on-one In-Program Contact between an Adult Participant and a Minor Athlete if the following requirements are met:

- a. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball and/or its Region for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- b. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and,
- c. the Adult Participant Personal Care Assistant has complied with USA Volleyball background screening policy.

3. Exceptions for Dual Relationships

This exception allows for one-on-one In-Program Contact when the Adult Participant has a relationship with a Minor Athlete that is outside of the sport program. The exception requires written consent of the Minor Athlete's parent/guardian at least annually. The consent must identify for which Required Prevention Policies the parent/guardian is allowing the one-on-one In-Program Contact.

4. Emergency Exception

This exception applies to all Required Prevention Policies for situations where an Adult Participant must violate requirement(s) of the MAAPP due to an emergency. Adult Participants must carefully consider whether specific circumstances meet the threshold of "emergency." Adult Participants should document emergency situations in accordance with USA Volleyball's protocols.

The Center recommends parents take training on child abuse prevention before providing consent to the above exceptions. The Center offers a free Parent Course at [safesporttrained.org](http://safesporttrained.org).



## MEETINGS POLICY

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Sexual abuse often happens when children are alone with their abusers. This section provides policies for meetings to limit one-on-one interactions between children and adults, including mental health care professionals and licensed health care providers.

### A. Mandatory Components

#### 1. Observable and Interruptible

a. Adult Participants must ensure that all In-Program meetings with Minor Athletes be observable and interruptible, unless an exception exists.

#### 2. Meetings with licensed mental health care professionals and health care providers (other than athletic trainers<sup>3F4</sup>)

If a licensed mental health care professional, licensed health care provider, or a student

under the supervision of a licensed mental health care professional or licensed health care

provider, meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA Volleyball or its Region's jurisdiction, the meeting must be observable and interruptible except:

a. If the door remains unlocked; and

b. Another adult is present at the facility and notified that a meeting is occurring,

although the Minor Athlete's identity needs not be disclosed; and

c. USA Volleyball or its Regions is notified that the professional or provider will be meeting with a Minor Athlete; and,

d. The professional or provider obtains consent consistent with applicable laws and ethical standards, which can be withdrawn at any time.

### B. Recommended Components

#### 1. Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child

abuse prevention before providing consent for their Minor Athlete to have a meeting or



training session with an Adult Participant subject to these policies.

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4 Athletic trainers who are covered under these policies must follow the “Manual Therapy and Therapeutic and Recovery Modalities” policy.

## **TRAINING SESSIONS POLICY**

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Some abusers will single out athletes for special one-on-one instruction. This kind of isolation provides opportunities for abuse to occur. This section establishes rules for individual and group training sessions to protect youth athletes from uncomfortable or unsafe situations.

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

Adult Participants must ensure all In-Program individual and group training sessions with a Minor Athlete be observable and interruptible unless an exception exists.

#### **2. Consent**

The Adult Participant providing individual training sessions must receive advance, written consent from the Minor Athlete’s parent/guardian at least annually, which can be withdrawn at any time; and

#### **3. Parent Observation**

Parents/guardians must be allowed to observe individual and group training sessions.



## **B. Recommended Components**

### **1. Monitoring**

If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USA Volleyball and its Region's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.

### **2. Parent Training**

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

## **MANUAL THERAPY AND THERAPEUTIC AND RECOVERY MODALITIES POLICY4F5**

Many athletes require therapies to prevent or treat injuries. However, these treatment sessions can place children in vulnerable positions, especially if they involve physical contact with adults. This section establishes standards for therapeutic and recovery modalities and manual therapy to reduce the risk of inappropriate contact between youth and adults.

### **A. Mandatory Components**

Note: Only the emergency exception applies within this policy.

#### **1. Observable and Interruptible**

Adult Participants must ensure that all In-Program Contact during manual therapy and therapeutic modalities and recovery modalities with Minor Athletes must be observable and interruptible.

#### **2. Manual Therapy and Therapeutic and Recovery Modalities Requirements**



Adult Participants must ensure all In-Program manual therapy and therapeutic and recovery modalities meet the following requirements:

- a. Have another Adult Participant physically present for the modality or manual therapy; and
- b. Have documented consent as explained in subsection (4) below; and
- c. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- d. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing; and
- e. The provider must narrate the steps in the modality before taking them, seeking assent of the Minor Athlete throughout the process.

### 3. Consent

- a. Providers of manual therapy, therapeutic modalities, or recovery modalities or USA Volleyball and its Regions, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any manual therapy, therapeutic modalities, or recovery modalities.
- b. Minor Athletes or their parents/guardians can withdraw consent at any time.

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<sup>5</sup> Manual therapy and therapeutic and recovery modalities can be different for each sport. They can include, but are not limited to: first aid, massage, taping, cupping, stretching, cryotherapy, neuromuscular stimulations, electrical stimulation, or other modalities within the scope of a Healthcare Provider's credentials.



## **B. Recommended Components**

### **1. Parent Training**

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to receive a manual therapy, therapeutic modality, or recovery modality.

2. When possible, techniques should be used to reduce physical touch of Minor Athletes.

3. Only licensed providers should administer manual therapy, therapeutic modalities, or recovery modalities.

4. Coaches, regardless of whether they are licensed massage therapists, should not massage Minor Athletes.



## LOCKER ROOMS AND CHANGING AREAS POLICY

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Young athletes may be especially vulnerable to abuse in changing areas where they are undressing and possibly showering. Appropriate monitoring is necessary in these areas to prevent abuse and other inappropriate conduct. This section outlines policies for locker rooms and changing areas to ensure privacy and safety.

### A. Mandatory Components

#### 1. Observable and Interruptible

Adult Participants must ensure that all In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, unless an exception exists.

#### 2. Conduct in Locker Rooms, Changing Areas, and Similar Spaces

a. No Adult Participant or Minor Athlete can use the photographic or recording

capabilities of any device in locker rooms, changing areas, or any other area

designated as a place for changing clothes or undressing.

b. Adult Participants must not remove their clothes or behave in a manner that

intentionally or recklessly exposes their breasts, buttocks, groin, or genitals to a

Minor Athlete in a locker room or changing area.

c. Adult Participants must not shower with Minor Athletes unless:

i. The Adult Participant meets the Close-in-Age Exception; or

ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.

d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Volleyball and its LAOs and the Adult Participant(s) must abide by this request.

#### 3. Media and Championship Celebrations in Locker Rooms

USA Volleyball and its Regions may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if:

a. Parent/legal guardian consent has been obtained; and



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- b. USA Volleyball and its Regions approves the specific instance of recording or photography; and
- c. Two or more Adult Participants are present; and
- d. Everyone is fully clothed.

#### 4. Personal Care Assistants

Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements detailed on page 14.

#### 5. Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces

- a. USA Volleyball and its LAOs must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction. USA Volleyball does not utilize changing rooms at its events. If USA Volleyball did utilize changing rooms, it would follow the above procedures.
- b. IF locker rooms, changing areas, or similar spaces are used at USA Volleyball events, USA Volleyball and its LAOs must monitor their use to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball and its Region's jurisdiction.



## **ELECTRONIC COMMUNICATIONS POLICY**

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Technology has made it easier for teams to communicate and share information. Unfortunately, it also makes it easier for abusers to contact children without supervision or share inappropriate images and video. This section sets standards for appropriate electronic communications between youth and adults.

### **A. Mandatory Components**

#### **1. Open and Transparent**

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent, unless an exception exists.
- b. "Open and Transparent" means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant on every communication.
  - If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

#### **2. Team Communication**

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include the Minor Athletes' parents/guardians, another adult family member of the Minor Athletes, or another Adult Participant.

#### **3. Content**

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception exists.

#### **4. Requests to Discontinue**



Parents/guardians may request in writing that USA Volleyball and its LAOs or an Adult Participant not contact their Minor Athlete through any form of electronic communication. USA Volleyball, its LAOs and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

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<sup>6</sup> Electronic communications include, but are not limited to: email, phone calls, videoconferencing, video coaching, texting, social media, or through any other electronic medium.

## **B. Recommended Components**

### **1. Hours**

Electronic communications should generally be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

### **2. Social Media Connections**

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to have private social media connections with Minor Athletes and should discontinue existing social media connections with Minor Athletes.



## **TRANSPORTATION POLICY**

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Athletes are often carpooling or traveling without the supervision of their parent/guardian to practices and competitions. This can place them in vulnerable positions where they are susceptible to abuse. This section establishes policies for adults transporting children to or from sport activities.

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

Adult participants must ensure that all In-Program Contact during Transportation is Observable and Interruptible unless an exception exists or:

- a. The Adult Participant has advanced, written consent to transport the Minor Athlete one-on-one, obtained at least annually from the Minor Athlete's parent/guardian. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
- b. The Adult Participant is accompanied by another Adult Participant or at least two minors who are at least 8 years of age.

#### **2. Additional Requirements for Transportation Authorized or Funded by USA Volleyball and its Regions**

- a. Written consent from a Minor Athlete's parent/guardian is required for all transportation authorized or funded by USA Volleyball and its Regions at least annually.
- b. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

### **B. Recommended Components**

#### **1. Shared or Carpool Travel Arrangement**

The Organization encourages parents/guardians to pick up their Minor Athlete first and drop off their Minor Athlete last in any shared or carpool travel arrangement.

#### **2. Parent Training**

Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing consent for their Minor Athlete to travel one-on-one with an Adult Participant.



## **LODGING AND RESIDENTIAL ENVIRONMENTS POLICY**

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Youth athletes traveling overnight face greater risk of sexual abuse if they are traveling without their parent/guardian. Abusers can take advantage of the situation by trying to have unsupervised time alone with children. This section sets rules for sleeping arrangements and room monitoring to protect athletes during overnight travel.

### **A. Mandatory Components**

#### **1. Observable and Interruptible**

All In-Program Contact during lodging must be observable and interruptible unless an exception exists.

a. Lodging arrangements covered under this policy include, but are not limited to, hotel stays, rentals (i.e., Airbnb, VRBO, HomeToGo, etc.), and long-term residential environments, including lodging at training sites and billeting.

#### **2. Hotel Rooms and Other Sleeping Arrangements**

a. An Adult Participant cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete(s), unless an exception exists and the Minor Athlete's parent/guardian has provided USA Volleyball and its Regions or Adult Participant with advance, written consent for each specific lodging arrangement.

b. Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.

c. Minor Athlete(s) or their parent/guardian can withdraw consent at any time.

d. Adult Participants without an exception and written parent/guardian consent as stated above are not permitted to stay overnight with Minor Athlete(s) in a communal lodging space such as an Airbnb, VRBO, HomeToGo, etc.

#### **3. Monitoring or Room Checks During In-Program Travel**

If USA Volleyball and its Regions or a team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.



#### 4. Additional Requirements for Lodging Authorized or Funded by the Organization

Adult Participants that travel overnight with Minor Athlete(s) are assumed to have Authority over Minor Athlete(s) and thus must comply with the Education and Training policy outlined in Part II, unless the Adult Participant meets the Close-in-Age exception.

### **B. Recommended Components**

#### Parent Training

Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for lodging arrangements under this policy.

## **PART IV RECOMMENDED POLICIES FOR KEEPING YOUNG ATHLETES SAFE**

### **A. Out-of-Program Contact**

Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not have out-of-program contact with Minor Athlete(s) without legal/parent guardian consent, even if the out-of-program contact is not one-on-one.

### **B. Gifting**

1. Adult Participants, who do not meet the Close-in-Age Exception nor have a Dual Relationship with a Minor Athlete, should not give personal gifts to Minor Athlete(s).
2. Gifts that are equally distributed to all athletes and serve a motivational or educational purpose are permitted.



### **C. Photography/Video**

1. Photographs or videos of athletes may only be taken in public view and must observe generally accepted standards of decency.
2. Adult Participants should not publicly share or post photos or videos of Minor Athlete(s) if the Adult Participant has not obtained the parent/guardian and Minor Athlete's consent.



## **Refund Policy**

Wellington Volleyball Academy does its best to ensure every program participant has the best possible experience playing with our club; we understand that certain circumstances occasionally prevent a player from finishing the season. Refunding the deposit or payments made is impossible as many of the expenses associated with participating are paid upfront (i.e., tournament entry fees, flights, uniforms, etc.). Please review the terms and conditions below regarding our policy for issuing Club Dues and Travel Fees refunds.

### **Terms & Conditions**

Club Dues (deposits and any portion of remaining balances paid) will NOT be refunded in whole or part. Additionally, future due Club Dues will only be considered for a refund if one of the following circumstances arises:

1. Severe illness or injury prevents a player from participating in our programs. Participants or parents should provide documentation from medical professionals for our records.
2. An unforeseeable life-changing event that prevents the player from participating in any sports programs (i.e., family moving out of the area).



## Club Release Policy

If an athlete/family requests to depart WELLINGTON VOLLEYBALL ACADEMY during the current season, the following steps must take place:

STEP 1 - The athlete/family in question must submit a written request for release to the Club's parent, Liason, Natalie Bookal, at [Natalie.wvba@gmail.com](mailto:Natalie.wvba@gmail.com), stating the reason for the request.

STEP 2—The Club will discuss the issue with WVBA's Directors and the Advisory Committee within two weeks time after receiving the written request.

If the club determines that proceeding with the club release is the most beneficial outcome for the Club, the team, and the athlete/family, The Club will instruct the athlete/family to contact the Florida Region of USAV or AAU and request the release.

The release will only happen after the following items have been completed:

- 1.- Club release approval by Club Directors. The club has the right to deny the release for any reason if it considers the release is not beneficial for the club, the team, or the player/family.
- 2.- If any gear is on loan, athletes must return all club gear provided to them this season.
- 3.- Members must remit all financial obligations agreed upon contractually to the end of the current season.



Transfer Policy: A player can represent only one club during the Season. A change in the family's geographical location due to a change in job, military, scholastic, or inner-collegiate status may receive special consideration.

The family must provide proof of residency at the time of the release/transfer request.

Athletes who have participated in a National Qualifier Event (JNQ) may be kept from another club for the rest of the season.



## TERMINOLOGY

Adult Participant: Any adult (18 years of age or older) who is:

- a. A member or license holder of USA Volleyball, RVAs or Clubs ;
- b. An employee or board member of USA Volleyball, RVAs or Clubs ;
- c. Within the governance or disciplinary jurisdiction of USA Volleyball, RVAs or Clubs ;
- d. authorized, approved, or appointed by USA Volleyball, RVAs, or Clubs to have regular contact with or authority over Minor Athletes.<sup>5</sup>

Amateur Athlete: An athlete who meets the eligibility standards established by the National Governing Body or paralympic sports organization for the sport where the athlete competes.

Authority: When one person's position over another person is such that, based on the totality of the circumstances, they have the power or right to direct, control, give orders to, or make decisions for that person. Also, see the Power Imbalance definition in the SafeSport Code.

NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.

Close-in-Age Exception: An exception applicable to certain policies when an Adult Participant does not have authority over a Minor Athlete and is not more than four years older than the Minor Athlete (e.g., a 19-year-old and a 16-year-old). Note: This exception only applies to the prevention policies and regarding conduct defined in the SafeSport Code.

Dual Relationships: An exception applicable to certain policies when an Adult Participant has a dual role or relationship with a Minor Athlete and the Minor Athlete's parent/guardian has provided written consent at least annually authorizing the exception.

In-Program Contact: Any contact (including communications, interactions, or activities) between an Adult Participant and any Minor Athlete(s) related to participation in sport.

Examples of In-Program Contact include, but are not limited to, competition, practices, camps/clinics, training/instructional sessions, pre/post-game meals or outings, team travel, review of game film, team- or sport-related relationship building activities, celebrations, award ceremonies, banquets, team- or

Local Affiliated Organization (LAO): A regional, state, or local club or organization that is directly affiliated with an NGB or that is affiliated with an NGB by its direct affiliation with a regional or state affiliate of said NGB. LAO does not include a regional, state, or local club or organization that is only a member of a National Member Organization of an NGB. LAOs of USA Volleyball include all 41 Regional Volleyball Association regions and all volleyball clubs that are a member of those regions.

Minor Athlete: An Amateur Athlete under 18 years of age who participates in, or participated within the previous 12 months in, an event, program, activity, or competition that is part of, or partially or fully under the jurisdiction of, an NGB, PSO, USOPC, or LAO.

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**Partial or Full Jurisdiction:** Includes any sanctioned event (including all travel and lodging in connection with the event) by the NGB, PSO, USOPC, or LAO, or any facility that the NGB, PSO, USOPC, or LAO owns, leases, or rents for practice, training or competition.

**National Governing Body (NGB):** A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the U.S. Olympic & Paralympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501, et seq. This definition shall also apply to the USOPC, or other sports entities approved by the USOPC, when they have assumed responsibility for managing or governance of a sport included in the Olympic, Paralympic, or Pan-American Games program.

**Adult Participant Personal Care Assistant:** An Adult Participant who assists an athlete requiring help with activities of daily living (ADL) and preparation for athletic participation. This support can be provided by a Guide for Blind or visually impaired athletes or can include assistance with transfer, dressing, showering, medication administration, and toileting. Personal Care Assistants are different for every athlete and should be individualized to fit their specific needs. When assisting a Minor Athlete, Adult Participant PCAs must be authorized by the athlete's parent/guardian.

**Paralympic Sport Organization (PSO):** an amateur sports organization recognized and certified as an NGB by the USOPC.

**Regular Contact:** Ongoing interactions during a 12-month period wherein an Adult Participant is in a role of direct and active engagement with any Minor Athlete(s). NOTE: NGBs, PSOs, and the USOPC must submit/include categories of members/individuals that fall under the definition, including specific volunteer designations.

**U.S. Olympic & Paralympic Committee (USOPC):** A federally chartered nonprofit corporation that serves as the National Olympic Committee and National Paralympic Committee for the United States.

**SIGNED DIGITALLY DURING REGISTRATION**