



## **IREVA RECRUITING POLICY**

Adopted 6/1/2013

### **1) IREVA Philosophy On Junior Volleyball Player Development And Mobility**

IREVA believes that junior players and their families should have the opportunity to play volleyball in an atmosphere that allows the player and family to experience the best of volleyball training and play. Recognizing that every player and family seeks different outcomes from their volleyball experience, IREVA encourages parents and players to research, investigate, and participate in a wide variety of experiences within our volleyball community.

IREVA policies have been developed with a goal of trying to balance these competing viewpoints, and in the overall best interests of the development of players and the sport. This is challenging for IREVA due to its small population base, rural / small school characteristics, and the differing needs of players with fall vs. winter school volleyball schedules for both girls and boys.

### **2) Release Of Players**

All junior players will be released from their current Club affiliation as of the last day of the JNC [Junior National Championship] each season. An earlier release date can be obtained via written request to the Club Director and Juniors Director. If both approve, the Juniors Director will notify the Asst. Registrar.

### **3) Undecided Registration**

All junior players will initially register in WEBPOINT as UNDECIDED. The Assistant Registrar will transfer players to the Club of choice upon receipt of the Registration List from the Club Director, based on their receipt of player commitment forms.

### **4) Player/Parent Recourse for Unwanted Contact or Harassment:**

- a) Any player or parent has the right to stop the recruiting process at any time.
- b) The decision to do this does not need to be based on harassment alone.
- c) If a player or parent has made the decision to play for a particular Club and wishes not to be contacted by other Clubs, they should convey that to any person contacting them about joining another Club -- preferably in writing.

- i) At that time, the party who contacted the player is obligated to cease all contact.
- ii) If the contact continues, by any agent of the Club, the player or parent should contact the Juniors Director. IREVA will gladly step in to protect its members from unwanted contact or harassment.
- iii) However, the family or player must come forward with a written, formal complaint on which the Region can take action. Verbal complaints are not sufficient for IREVA to investigate and take action.

5) **Recruiting Guidelines & Penalties:**

a) **Definition of Recruiting** – To solicit players for the purpose of persuading them to tryout or play for a junior volleyball Club. Solicitation can be performed by any of the following individuals: Club directors, coaches, or anyone acting on behalf of a junior volleyball Club.

b) To facilitate communication between Clubs and prospective players, IREVA will publish Club contact and tryouts info on its website; Clubs must provide contact info for this purpose when Clubs are activated and tryouts sanctioned.

**c) Acceptable Recruiting Methods –**

**i) If initiated by a Club representative:**

- (1) flyers,
- (2) bulk e-mails,
- (3) press releases,
- (4) newspaper ads, or
- (5) any printed material that is distributed to the masses.

**ii) If initiated by the player or parent/guardian:**

- (1) Telephone calls or private meetings to discuss the Club's programs and offerings.
- (2) Documentation should be kept on file by the Club representative denoting all player-initiated contact in the event a recruiting grievance is filed with the Region.

**d) Unacceptable Recruiting Methods –**

**i) While players are actively registered with an established Club.**

- (1) Telephone calls or private meetings (either in-person or electronically) initiated by a Club representative.
- (2) In-person visits initiated by a Club representative at an IREVA sanctioned practice or event other than to distribute written materials
- (3) Any one-on-one meetings between a Club representative and a player.
- (4) Verbal or written promises made by Club representatives with regard to positions available or team placement given prior to tryout.

**ii) Verbal or written offers for full or partial scholarships to influence the decision making process.**

- iii) Recruiting of out-of-Region players is not permitted, by USAV policy.
  - iv) Club Directors should not put undue pressure on families to make a commitment. Threats of not finding a place to play, excessive phone calls, disparaging other Clubs, and promises of college scholarships are just a few examples of inappropriate pressure.
  - v) These restrictions do not prohibit a Club from following up with a parent/player post-tryouts to determine if a decision has been made about an offer, or to determine if a player is still available and interested in an offer.
- e) **Penalties** – The following penalties will be imposed on any Club representative that is found to have violated the recruiting guidelines above via the IREVA grievance/due process procedures.
- i) 1st Offense – \$500 fine & 1 year probation from the date of the offense.
  - ii) 2nd Offense – \$1,000 fine & 1 year suspension of membership from the date of the offense & notification to the National Office of USA Volleyball.
  - iii) 3rd Offense – Life time ban of membership with IREVA & notification to the National Office of USA Volleyball.
- 6) **TRYOUTS**
- a) Camps, clinics, and open gyms can be sanctioned, but player evaluations are not allowed except from a sanctioned tryout;
  - b) Tryouts are not required for “invitational” teams;
  - c) Tryouts are sanctioned separately from practices;
  - d) Tryouts must be publicized on the IREVA website;
  - e) Regional policies governing recruiting, tryouts, offers, and transfers must be provided to players and parents;
- 7) **OFFERS**
- a) Clubs may make offers at anytime based on any criteria of their choosing.
  - b) For clubs with multiple teams with differences in cost, schedule, tournament participation or playing philosophy, offers must be made for a spot on a specific team. Any contingencies such as unconfirmed coaches, practice facilities or schedules must be clearly communicated.
  - c) Offers may be written, in digital form or posted on a website as long as an unambiguous dated offer can be produced if questioned. Once an offer is made, it **MUST** be valid for at least 14 days.
  - d) There is an IREVA form to uniformly document offers.
- 8) **COMMITMENTS** –
- a) Valid signings may take place at any time during and after the expiration of the offer period. Acceptance of an offer must be in writing or via dated

- verifiable electronic means, with a signature from an adult parent or guardian.
- b) An acceptance of an offer is considered to be a *binding commitment* upon:
    - i) Receipt by the offering Club of
    - ii) a signed and dated offer letter or Club contract
    - iii) Payment of any portion of the Club season fees (not to include the tryout fee). A Club may require a fee payment - that is the option that each Club may choose to do.
  - c) Commitments will be enforced by IREVA, subject to the adopted transfer policy.

## 9) TRANSFERS

If an individual registers and represents a specific Club in any USAV tournament, they must remain on that Club for the remainder of the season unless a transfer is approved. The proper procedure for transferring players is:

- 1) The individual requesting the transfer must draft a letter to the Adult / Junior Director detailing the circumstances surrounding the request.
- 2) The representative from the Club the player is leaving must submit a letter to the Adult / Junior Director.
- 3) The representative from the Club gaining the player must provide a letter of acceptance.

The Adult / Junior Director will notify the player when the transfer is authorized. After February 1<sup>st</sup> of the current season, no transfers are allowed without the approval of the Board.

### **REMINDER:**

*USAV JUNIOR CLUB PERSONNEL CODE OF ETHICS – EXCERPT:*

*E. All club personnel must **inform the players and their parent(s)/guardian(s)** about any 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 must inform the players and their parent(s)/guardian(s) of any rules or policies regarding coaching transfers during a particular season.*

*F. All club personnel shall abide by and **inform the players and their parent(s)/guardian(s)** of applicable Regional **recruiting policies**.*