



THE VOLLEYBALL PRACTICE

Handbook & Code of Conduct

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1. GUIDING PRINCIPLES, VALUES, MISSION

The Volleyball Practice (TVP) is guided by principles based on the value of:

- Practicing ways to be good people.
- Preparation and process as an ongoing, long term discipline.
- Learning and playing volleyball to develop lifelong skills in team strategy, sportsmanship and healthy competition.
- Having fun while achieving a greater purpose.
- Building volleyball communities of good people.

TVP's mission is consistent in principle, practice and resolve:

The TVP community is committed to learning and playing volleyball in a positive manner that connects skills and principles valued on and off the court. We value the personal development, meaningful connections, and fun that team sports offer to people of all ages and experiences. Through our actions, we win the respect of our teammates, colleagues, opponents and in our communities and contribute to the growth of the game. We welcome good people who share our vision to become better people because we play volleyball.

The directors, players, coaches, and parents are held to high standards regarding their respect for each other's dignity and well being. These standards apply on and off the court and during practices and tournaments.

TVP believes that participating in the sport of volleyball contributes to the improvement of the community in which we all live, work, and play. Therefore, by participating in TVP programs, players, coaches, parents and friends are accepting the TVP Code of Conduct so that, together, we all can achieve something greater than ourselves.

2. TVP PHILOSOPHY

TVP Programs commit the resources of time, training space and dedicated coaches to offer participants access to the positive experiences in the sport of volleyball in a competitive environment.

TVP has no aspirations of growing into a sizable club with numerous teams and programs at each age group. Limiting the number of TVP teams and programs allows us to focus our organizational resources and maintain an appropriate level of attention to its participants.

TVP coaches offer their time and expertise without expectations of compensation. TVP is very fortunate to have an outstanding group of adults upon whom our athletes can rely on for instruction, guidance, and support.

While TVP is committed to providing athletes with the necessary resources for volleyball training, it is equally important that athletes learn life lessons that will stay with them long after their volleyball career comes to an end. TVP coaches are mentors, role models, and above all, teachers. We aim for our athletes to be disciplined, compete and train at full effort, be a positive and supportive teammate, be a problem solver, push beyond their comfort zone, and compete with confidence and enthusiasm.

We expect older and more experienced athletes to work with and get to know younger athletes, and TVP teams are expected to support and cheer for each other whenever they can. TVP events and activities throughout the season give all of our athletes and families the chance to get to know each other better.

TVP Team Programs: Team Composition

Teams will be composed of the players that best fulfill the positions. The team will consist of eight or more players. Some players may be asked to play above their age level if the staff feels it is in the best interest of the player and the team. Requests to move up will be noted, but the player must be able to benefit themselves and the team.

Occasionally an athlete will be moved from one team to another. Movement is at the sole discretion of the Club. No athlete will be moved from or to another team until the move is discussed with the parents, coaches and players.

3. EXPECTATIONS & CODE OF CONDUCT

TVP's Code of Conduct is intended to clarify the agreement between parents, players and coaches to abide by the policies and procedures of TVP. We expect all parties to maintain a positive attitude and uphold the ideals of fair play and good sportsmanlike behavior. This Code of Conduct is more than a document; it is an integral component of TVP's policies and procedures. Adherence to these policies and procedures are of primary importance to TVP.

3a. Zero Tolerance Policy

TVP has a Zero Tolerance Policy towards certain violations that are in direct contrast to the mission of TVP. The following violations may be grounds for immediate dismissal from TVP programs:

- Underage alcohol consumption
- Recreational drug use
- Use of tobacco products
- Suspension from school
- Breaking of any federal, state, city, or local school district law
- Inappropriate actions towards another player that may be physically harmful
- Use of continuous foul language or rude gestures towards teammates, other players, parents, Coaches, officials or opponents.
- Continuous bullying that causes emotional distress on any teammate or opponent

Players dismissed from TVP will forfeit fees.

3b. Statement of Commitment

The TVP programs are a commitment to a priority of resources: People. Time. Money.

Time Management: TVP team participants commit to their team. Only with a full commitment to the team can the benefits of participation be realized. Families and academics are a priority. However, homework and school projects are NOT an excuse to miss numerous practices or tournaments. Players must be able to manage their time so that they get their schoolwork done appropriately and are still able to attend practices and tournaments with quality physical and mental focus. Excessive unexcused absences may result in dismissal from the team as determined by the coach.

Communication: TVP supports athletes who participate in other activities, including high school sports. Players will not be penalized for missing a club event for a high school athletic competition and other priority commitments. It is very important to have quality and timely communication with the coach about any possible conflicts. Athletes competing in other priority activities need to communicate those conflicts to the coaches. Absences that are unexcused and not communicated are likely to affect playing time.

Financial Obligation: TVP offers an experience that often costs less than \$5/hour per participant yet is a collective commitment of families to cover their fair share of the cost of their participation. TVP asks each athletes to affirm their commitment to the program with their attendance and effort at each session, practice and tournaments and by fulfilling their financial obligation to cover their share of costs. TVP athletes that are current with tuition payments have met their obligation to their teammates to share team costs for continued participation. Athletes that are not current with payments may not be eligible for TVP rosters at tournaments and continued participation. TVP is not in a position to finance nor subsidize (beyond the level established by TVP's tuition and payment schedule) the cost of participation for amateur athletes.

3c. Expectations of TVP Athletes

As a member of a TVP program, it is critical to understand that TVP athletes represent themselves and their teammates, coaches, family, and the TVP community at all times. TVP expects all players to maintain a positive image on and off the court that reflects highly on all of the activities and behaviors described below.

- Attend each session, practice and tournament. If for some reason a player is going to miss a practice or game, it is THE PLAYER'S responsibility to contact the coach directly as far in advance as possible.
- Be a team player; the team comes first, always and no matter what.
- Have a positive attitude at all times; encourage and support your teammates to the best of your ability whether you are on the court or on the sidelines.
- Demonstrate strong club/team spirit and pride.
- Be a leader on and off the court.
- Stay focused, mindful, and display a strong work ethic at every practice and tournament.
- Always show respect to all teammates, parents, coaches and officials.
- Do not provide, use, or condone the use of tobacco products, alcoholic beverages, or recreational drugs. The use of any illegal substance will not be tolerated.
- Clean up after yourself (gyms, cars, hotels, restaurants, schools, etc.).
- Be the kind of teammate you would like to have beside you. Find ways to make your teammates better at every opportunity and celebrate team successes.

Athletes who adopt the following characteristics earn the respect, credibility, and, ultimately, success with honor:

- **Personal Responsibility.** Players are solely responsible for their actions and behavior. A player's behavior is a reflection of their team, club, family, and community.
- **Positive Attitude.** Players should expect a lot of themselves but always aim for the best they can do today. Learn from errors but don't dwell on them in a negative way. Look for lessons when things are tough and celebrate successes.
- **Gratitude & Unselfishness.** Teammates who place their team above self most often earn greater team and individual success. Volleyball is the ultimate team sport. Win and lose as a team. Selfishness, envy and jealousy can destroy a team. Gratitude broadens opportunities.

Attitudes and Responsibilities:

Players are to accept responsibility for errors, loss of temper, loss of concentration and poise without making excuses, and resolve to focus on improvement.

TVP believes that each person can be a leader in their own way. Players lead by example, by doing their part, by helping out, by being enthusiastic, by supporting teammates, and by accepting responsibility for their own actions.

Each player needs to set goals on quality play and self-improvement. Victories will take care of themselves. Winners and losers are defined by much more than points on the scoreboard. Make every effort to play to potential at all times.

Players will do their part to help with setting up nets & taking down, collecting balls & taking care of equipment.

Players will accept terms of playing time. Equal playing time in tournaments and games is NOT guaranteed nor required. Coaches have the responsibility of evaluating players during each practice and during tournaments. Playing time is determined by many factors, including the evaluation of player performance and team needs. While TVP has the goal to improve each player's skill, it is each player's responsibility to improve the team.

Players must be "coachable" and willing to improve and adjust technical skills per the coaches requests. It is the coach's job to coach. Players need to respect and encourage fellow teammates on the court, not correct other players mistakes.

Players are expected to show 100% effort during practice and at tournaments. Anything less may result in player being dismissed from practice activity, which may affect playing time. If player is sick during practice affecting their effort, they will be asked to sit out and quietly observe practice or contact their parent to pick them up.

Players are expected to accept coaching and other directions including roster assignments in a positive, cooperative manner. If a player wants to question coaching decisions they are to arrange to talk with the coach at the earliest time and place where a rational and private discussion can take place. During a game or match is not the time to question the coach's decision to make a substitution or line-up change. Refer to Guide to Conflict Resolution for additional information.

Players will not engage in negative language. TVP will NOT tolerate it and if it is a continuous problem (more than one warning) it may result in removal from the court of play, the gym, a practice/competition, and/or dismissal from the team. Also refer to the Zero Tolerance Policy if the negative language falls under this section.

Players should communicate their commitment to their teammates. Using phones during practice, games, and team meetings, unless otherwise specified by coach, typically does not communicate that the team is a priority. While in the gym, use devices for essential purposes only.

Players are expected to maintain proper health. This includes hydration during practices and tournaments. Players are required to come to practices and tournaments with their own water bottle. No sharing of water bottles will be permitted. Most tournaments last a minimum of 3-4 hours which requires players to bring food in order to maintain their energy levels.

Practice Rules:

- Players should be at practice at least 15 minutes early so they have time to put on shoes/kneepads, and have the net up by the time practice is scheduled to start (It is not the coach's responsibility to put up the net.).
- Players need to bring their own water bottle to every practice so that they stay well hydrated and water breaks can be taken quickly.
- Come to practice mentally prepared; have personal goals set for yourself before each practice.
- If a player is going to miss a practice, they must inform their coach directly and in advance. Telling a teammate to tell the coach is not an acceptable vehicle of communication.
- No walking - run or jog everywhere!
- Find ways to improve and have a specific technical goal to work on during every drill. Don't just go through the motions.
- Do not speak or distract teammates while the coach is communicating with the team.
- Practice the way you want to play at tournaments. All of your habits and foundations for your play are created during practice.
- Take care of our facilities - Remove all water bottles, towels, etc. from the floor. Replace equipment quickly and neatly, exactly as or better than you found it.

Competition Rules:

- At the completion of each competition event be sure the team area is left the way it was found.
- Comply with all policies of the tournament or gym.
- Abide by all rules set by the coaches or chaperones at all times
- Check in with coaches and chaperones before leaving the playing facility, hotel, lobby, pool, etc. Players must always travel or be accompanied by at least one or more teammates.
- When traveling, each team's coach or chaperone will assign a curfew. Team chaperones will oversee and regulate his/her own team's curfew.
- During tournaments, players are required to, and will be responsible for, score keeping and line judging. These are important responsibilities that players need to take seriously out of respect for those playing. Officiating:
 - Officiating is the responsibility of the entire team.
 - The team will determine a procedure that every teammate will follow for officiating duties.
 - Cell phone use is not permitted while scorekeeping or line judging.
 - No player is entitled to leave a tournament site until all responsibilities are completed.

Playing Time:

- All players will have equal opportunities to train and play during practice sessions.
- Players are NOT guaranteed equal playing time during tournaments and coaches will make playing time decisions based on what they think will bring success to the team.
- Players will be expected to earn a starting position or playing time every day in practice.
- Factors that can affect playing time are: attendance at practice, attitude and work ethic, leadership skills, team chemistry, statistical analysis, and performance during practices and matches.
- Players on the bench must encourage and show their support for players on the court. No bad attitudes or sulking will be tolerated.

3d. Expectation of TVP Coaches:

TVP coaches and staff are expected to

- facilitate learning of proper technique and fundamentals to all players.
- teach and apply proper strategies.
- be accessible to each player, regardless of role on the team.
- balance hard work, fun, and discipline.
- nurture a positive and trusting environment for all players.
- be a positive role model for players both on and off the court.
- prepare players for situations that might occur when playing in a match.
- expect players to compete at their highest level due to strong work ethic and responsibility to their teammates.

3e. Expectation of TVP Parents/Guardians:

Parents/Guardians of TVP athletes are expected to

- Understand and agree with TVP policies as a condition of their child's participation.
- Provide transportation to and from tournaments, as well as to practice sites.
- Assume financial responsibility for your child's tuition and program costs. Whether or not you attend a tournament, be sure your child has enough money to cover food costs and other anticipated activities..
- Contact your coach or team parent prior to a tournament if you need additional information. Most information can be found on TVP's website and communications app. It is your responsibility to know where a tournament is held and how to get there.
- Inform the coach when their child is leaving the tournament facility. Notification either verbally or in writing will be required if a player is to leave with anyone other than the parent/guardian.
- Parents/guardians/guests are responsible for making sure that the health of their player is taken care of for practices and tournaments.

3f. Expectations of All Persons Affiliated with TVP Programs

Everyone is expected to conduct themselves in a positive manner at TVP programs and events. When attending practices and tournaments, everyone is expected to conduct themselves appropriately while in that environment. Everyone should respect ALL other players, opponents, parents, guardians, guests, and officials involved with TVP. Any negative comments will not be tolerated and will be addressed.

No adult is allowed onto the playing surface during practice or tournament unless they are, at a minimum, IMPACT certified by USA Volleyball and on the TVP staff. Exceptions may be made only at the discretion of an IMPACT Certified TVP Coach or staff member. If an adult wishes to be IMPACT certified, please contact the TVP Director. USAV IMPACT Certification does not guarantee the parents/guardian/guests participation in TVP events. Only the coach or director can request assistance from those certified. It is at the discretion of the coach and/or director to limit attendance at practice.

TVP expects all to subscribe to the following best practices:

- It is important to cheer for our teams, and not against another team. (Be positive at all times)
- Do not argue with officials. Keep in mind; officials are trying to do their best.
- Good sportsmanship is greatly valued by TVP, so be a good role model and demonstrate good sportsmanship at all times.
- Aggressive or hostile confrontations between parents, coaches, officials, players, or other participants will not be tolerated and may result in losing the privilege to attend team tournaments or practices.
- Basic rule: If you have nothing positive to say, say nothing at all. Discussing negative comments or criticizing TVP coaches, administrators, team parents, chaperones, or players will not be permitted. This creates a negative culture that we will not tolerate. If you have questions for any coach or administrator please direct your question to that coach or administrator directly as opposed to discussing the matter with other parents or players. Please set a good example by showing respect to our coaches and administrators and complying with their rules and decisions. *Please note: Parents are never to discuss playing time or any concerns regarding strategic decisions with the coaches at a tournament or practice. If you have concerns please set up a separate time to speak or meet with the coaches.

- An adult's role is to support the children and support the team they made a commitment to whether you agree with a coach's decisions and strategies or not. You must understand that TVP coaches will make choices based on what they believe to be in the best interest of the team as a whole, the team's goals, and not with the interests of a single player in mind.
- We very much appreciate trust in TVP coaches. Once the choice is made to entrust TVP coaches in a child's volleyball development, please leave the coaching to our capable coaches and don't provide feedback to the child that is potentially conflicting with the training he is receiving from his coaches. This is especially important during tournaments.
- Parents and adult support for children participating in sports is so important, and can be an ongoing and emotional learning process. Please celebrate team successes and offer positive support after a rough match. Parents are strong allies with coaches in teaching their child how to cope with the potential frustrations of being a member of a team. Sports provide an excellent opportunity to teach young people about the realities of highly competitive situations. They must be taught how to be a valuable team member regardless of their role, how to make use of both positive feedback and constructive criticism, how to cope with adversity, and how to be a gracious winner.
- It is not appropriate to express concerns or ask specific questions relating to playing time, positions, or strategic coaching decisions over email. Parents and players are welcome to discuss these matters in an appropriate setting but must do so by arranging a time to meet with the coaches. Additionally, emails to the entire team are to be used only to distribute logistical information to the team and parents. Any other team wide discussions related to the team are best done in person and in an appropriate setting.

Important note

Please take the time to consider how much time, energy, effort, and dedication your team's coaches are putting into coaching the team for little or no compensation, and often contributing their own money. They do it because they are passionate about the sport of volleyball and want to pass that along and help your child and his teammates to be the best players and team that they can be. Please appreciate their efforts and all that they do. TVP coaches are always well intentioned and have the best interests of their teams in mind. For that effort, often one that happens without any thanks, they deserve your respect and support.

3g. Guide to Conflict Resolution

If there is a question about playing time, coaching decisions, conduct, or anything regarding TVP, the player and/or parent should:

Schedule an individual meeting with the coach or director at an appropriate time. The coach and director have the right to request presence of 3rd party (i.e. coach, director, or parent).

If questions or disputes still stand after that meeting, the player and/or parent can schedule a meeting with the coach and director at an appropriate time.

It is inappropriate for a parent to attempt to settle a dispute regarding TVP without the individual player/parent/coach/director meeting. It is inappropriate for a parent to attempt to settle a dispute without presence of the coach and/or director. Doing so will result in asking the parent to not attend TVP events, termination of player from the team/TVP, or lawful intervention.

In the event the dispute is with the director, a meeting may be scheduled with a 3rd party representative agreed to by the director.

At no time is a parent/guardian/family member allowed to approach a coach at a tournament or during practice in regards to a conflict they have. TVP adheres to a 24 hour cool down policy that requires at least 24 hours to pass from any perceived conflict before any resolution meeting can take place.

4. Communication

To inform the general public about programs and other information about the organization, The Volleyball Practice publishes on the web and via social media:

- The TVP website: www.TheVolleyballPractice.com
- Facebook Page: Facebook.com/vbpractice
- Twitter: @VBpractice
- YouTube Channel: TVP Volleyball

TVP uses several communications tools to share information within our program.

- Teamsnap: Contact information, messages, schedules.
- TVP Facebook group (<https://www.facebook.com/groups/vbpractice/>): Photos
- TVP Alumni (<https://www.facebook.com/groups/TVPalumni/>)
- TVP Members (<https://www.facebook.com/groups/tvpmembers/>)
- TVP Grass League (<https://www.facebook.com/groups/tvppl/>)

It is understood that participants in the organization use other means to communicate. Above all, please communicate with all coaches, club staff, fellow parents, and players in a respectful and considerate manner. Disrespectful or rude communications will not be tolerated.

If there is an issue or matter of concern that needs to be addressed the process needs to adhere to the following communication guidelines:

- Step 1: Player addresses any issues or concerns directly with their coaches. If the issue is not resolved then:
- Step 2: Parents and players meet with coaches together – not during or immediately following a tournament If the first two steps have taken place and the issue still has not been resolved:
- Step 3: Contact the director to arrange a meeting.

Please also refer to Section 3g: Guide to Conflict Resolution.

5. Acceptance

Participation in TVP programs by coaches, players, and parents is considered to be their acceptance of the policies and procedures described in this document. Additions and amendments to the Code of Conduct will be added to this document and posted on www.TheVolleyballPractice.com to be shared with program participants.

It is the responsibility of all TVP participants to read, understand, and agree to the policies, procedures and obligations set forth in the TVP Handbook.

TVP program participants are expected to understand the severity of breaking a rule. Violation or malicious challenge to the Code of Conduct and TVP rules is grounds for dismissal from TVP. It is the decision of the coach and director to assign the consequence that he/she feels necessary to fit each individual circumstance.

In addition, parents/guardians of TVP program participants have the important role of explaining and reinforcing the stipulated conditions of participation and their ramifications, and consent to their child's participation in the programs conducted under USAV, CHRVA, JVA and TVP.

The parent/guardian agrees to pay the fees set forth by TVP, allowing their child to participate in the program.