



**IMPACT SPORTS ACADEMY, LLC
VOLLEYBALL HANDBOOK**



**Impact Sports Academy, LLC
P.O. Box 164
Tallmadge, Ohio 44278**

Introduction

Impact Sports Academy, LLC (Impact) offers a competitive volleyball program for girls from 10 to 18 years of age who are highly motivated and ready for advanced training and competitions. The cornerstone of this program is our knowledgeable and skilled coaching staff who work to fine tune skills, set up plays and develop strategic playing techniques with their teams. Tryouts are held for this program in July or late October/ early November. The season runs from November to July (varies dependent of level of play) and consists of 2-3 practices a week and competitive weekend tournaments.

Impact Vision

The goal of every sporting match is to win, but there is a lot to learn along the way. At Impact, we want to teach not just skills, but how to work with others as a team, handle opposition, promote sportsmanship and mentor our athletes to be winners in every aspect of their lives. Our philosophy encompasses the need for players, parents and coaches to build relationships thus creating a family-like culture which will support and drive all of our athletes to be the best that they can be, making an impact on the court and using the skills they learn from the sport to grow and make an impact on their lives and the lives of others.

Impact Sports Academy, LLC is committed to:

Making sure every athlete knows, "Their life has purpose, their story is important, their dreams count, their voice matters and they were born to make an impact".

Impact Sports Academy, LLC Directors

The directors manage and oversee all activities within Impact Sports Academy, LLC

Club Director

Aireka Wright

Impactsportsacademy14@gmail.com

Aireka is responsible for coordinating, coaching and directing tournaments. She specializes in teaching advanced setters as a former collegiate level setter herself.

Director of Operations

Marlene Kirker

Impactsportsacademy.oh@gmail.com

Marlene will be primarily responsible for the day to day business operations of the program. She has been involved with sports her whole life and has experience with both recreational volleyball leagues and JO programs.

Assistant Club Directors

Elora LaFay

Elora has been part of the Impact family for 10 years. She will be responsible for coaching and advanced training. She will assist with all other aspects of club operations.

Dragan Prica

Dragana Prica started played for Impact at the National level and has been coaching since she graduated. She will be responsible for coaching and advanced training. She will assist with all other aspects of club operations.

Kick Off Party

Information on location and time will be emailed to all families. This is a great time for players to get to know each other and parents to get to know other parents.

Practices

Teams practice 2-3 days per week. Depending on the age level and the designated competition level, team practices are usually 1 ½ to 3 hours in length. Some teams may have additional specialty practices based upon coach preferences for their teams. Coaches will sometimes schedule additional practices in preparation for major tournaments. There are times when our practice schedule will change based on weather conditions or other circumstances. The club will make every attempt to reschedule gym time rather than losing a practice.

Practice Rules:

Our focus with practice is to improve the player's skills and build teams. To achieve that, certain rules are required by all teams as detailed below:

- Every practice is important. It is expected that each player will exercise good time management skills so that scheduling conflicts are kept to a minimum.
- All athletes are expected to make every effort to attend practice. If a player must miss a practice, a text or telephone call to their head coach is expected well in advance of practice. Only after attempting and failing to reach your head coach, can a player contact a teammate to relay the message to the head coach.
- Advanced notice is expected if a missed practice is due to a previously scheduled vacation, school function or event. Coaches plan practice based a full team.
- Missing practice may result in loss of playtime regardless of whether the absence was excused by a coach if the player is unable to unsuccessfully perform the skills learned at the missed practice(s).
- Excused absences are for family or school events in which the player cannot control the scheduling of that event (concerts, plays or games).
- Players who can only attend a half hour or 45 minutes of a practice because of another event should still come to practice. It is much better to get some practice time rather than miss the whole practice.
- Injured athletes who can attend school are expected to attend practice to support their team, learn strategies and be available to help where they can, even if they cannot physically participate in practice. Players with COVID symptoms, Influenza symptoms, fever or stomach flu (diarrhea and/or vomiting) should not come to practice.
- Scheduled practice time is when the practice will start. Arrive early enough to be dressed and completely ready for practice by the start time. This usually requires arriving not less than 15 minutes before practice is scheduled to start.
- Once COVID capacity limits are lifted, all practices will be open and parents are welcome to observe practices at any time.
- There will be no jewelry allowed at practice. Please leave your jewelry at home.

Tournaments

Most Regional & American tournaments take one day, either a Saturday or a Sunday. A typical one-day tournament schedule starts about 8:00 AM with pool play consisting of three or four matches followed by bracket play in the afternoon. Elite American & National tournaments are typically 2 (and occasionally 3 days). Tournament information can be found on the OVR or AES website and will also be posted your team page.

Parent Guidelines

- We strongly recommend that players get a nutritious meal and have a 10:00pm curfew the night before a tournament.
- Parents are responsible for the transportation of their child to and from tournaments. Impact recommends that athletes do not drive themselves to and from tournaments. Carpooling can be arranged with other teammates and is encouraged. Please be considerate and either arrange a

ride exchange or contribute toward the cost of gas. **Coaches and Club Directors are prohibited from transporting players from any Impact related event.**

- Many gyms prohibit outside food or drinks other than water in the court areas. Teams may be penalized financially by the tournament site director if parents or team supporters ignore this rule. The fine of up to \$250 will be the responsibility of the offending parties.
- Parents may not coach or offer instruction to their child or another team member at any time during tournaments. Parents are not permitted on the court, unless requested by the coaching staff.
- Any parent identified as being disrespectful to coaches, officials, working teams or players will be banned by the OVR and Impact from all sanctioned tournaments and practices. Unsportsmanlike behavior will not be tolerated.

Player Rules

- If a player knows that they will miss a tournament, be late or have to leave early from a tournament it is the responsibility of the player and his/her parents to notify the coach as soon as a conflict is identified.
- All athletes are required to be in the gym, ready to warm-up, at the scheduled start time set up by their head coach. Usually this will be when the gym opens or approximately 45 minutes before the first match of the day.
- Players are expected to avoid displaying negative emotions during matches. Arguing with the officials will not be tolerated.
- All athletes are required to stay at the tournament until the team has been released by one of the coaches. We play as a team, and we will leave the event as a team.
- Cell phones are permitted only if a parent is not present at the tournament and can only be used after permission is given by a coach, chaperone or other adult if the coach or chaperone is not available. Phones are only to be used for brief updates to parents not at tournaments and should be a short phone call, no more than 5 minutes. Players failing to comply with this rule will have their phones confiscated and given to their parent upon return. PHONES are NEVER allowed at the score table by players or coaches.

Officiating

All tournaments are at least partially self-officiated. Officiating at tournaments is the shared responsibility of the entire team, including coaches. All players are required to help with the line judging, scorekeeping, score flipping and down refereeing. OVR certifications are required.

- The coach may rotate officiating responsibilities but will often only use the most experienced scorekeepers.
- No headphones or cell phones are to be used during officiating assignments. This also includes cell phones at the scorekeeper's table.

Team Area

Upon arrival at the tournament, the team will identify a team area where the girls can leave their bags and hang out between playing and officiating. The area may be a room, table or simply a spot in a hallway. Regardless of the location, the team area represents our club and should be kept neat and organized at all times. Most girls will bring some type of blanket and/or pillow, homework, a book, an mp3 player or other items to help pass the time between matches. Remember, the team area is not secure and valuables are left at your own risk. Also, be sure to properly dispose of any trash and leave the area as we found it when the tournament is over. Most tournaments offer a concession stand.

OVR Food & Cooler Rule

Keep all coolers in cars. Coolers are prohibited inside and outside facilities hosting OVR-sanctioned events. Setting up tables and/or cooking by teams, their support staff, fans, coaches or parents is prohibited at OVR-sanctioned events. Tournament directors and site managers do not have the discretion to grant permission. Tournament directors can permit *teams* to bring food into a designated area of the tournament facility. Most facilities do not permit outside food to be brought in to a tournament site. If a club does not comply amicably with a tournament director's or site director's request, an Incident Report will be sent to Bob Price, OVR Commissioner, resulting in up to a \$250 fine and a team/club suspension.

Post-Season Play

Teams may attend tournaments beyond the regularly scheduled season if there is a consensus of parents and players. The actual costs attributed to extending the season would then be divided among those involved and would be in addition to regular club dues.

Movement between Rosters

Occasionally we will move an athlete from one team to another as needed to complete a roster. We will not move an athlete from or to another team until we have discussed the move with the athlete and the athlete's parents. It is usually to fill a temporary need due to injury, illness or scheduling conflicts.

Playing Time

Playing time for many players and parents is a central concern that can distract from our focus on a team's success and can often create divisions within a team. Club dues do not guarantee equal playing time, however, they do guarantee that the player will receive coaching during practices that will improve a player's skill level which can lead to additional playing time. Impact does guarantee that if a player has met all practice requirements they will receive playing time during Pool Play at a minimum. Playing time is at the coaches' discretion. If you feel your player is not receiving adequate playing time, they should first seek out the coach. If dissatisfied with the answers, parent(s) and player may schedule a time to speak with the coach and director(s). In every case, each player will have an equal opportunity to compete for playing time within their position during practice and at tournaments.

A player's time will be affected by any of the following:

- A player's practice attendance and timeliness
- A player's ability to perform at the necessary level for a skill or position
- How a player's attitude adds to or detracts from the chemistry or performance of the team
- A player's performance during previous tournaments or the last week of practice
- A player's effort and work ethic
- The importance of the match
- The needs of the team in the present as well as later in the season
- Not being in good standing with respect to club fees

Some generalizations can be made with regards to playtime issues.

- It is our goal that all players have some on-court role in every pool play match. There may be exceptions with players recovering from injuries, problems with adherence to team rules/policies or when teams are trying to win a bid/move to the gold bracket of tournament play in a multi-day tournament.
- Playtime is generally more equal at the younger age groups (12 and under).
- Playtime will vary by position with some positions playing all the way around the court and some playing only front or back row.
- Playtime is more equal during pool play than in tournament play.
- Playtime may be more equal earlier in the season as coaches are exploring different lineups and identifying starters.
- Playtime may be more equal in one-day regional tournaments compared to multi-day tournaments, qualifiers or Regional tournaments.
- Position and time on court are determined by the needs the player's current club team, not their history from past seasons or the current needs of their school team.

All playing time is decided by the coaches and is not negotiable. Coaches have the right to play whomever they think is best suited for a position and who helps contribute to the team's development and success.

Here are some suggestions on how to talk with your coaches about playing time:

- Avoid language that is demanding or accusatory. Instead ask, "What can I do to play more..."

- Avoid seeking to talk to your coach when you are emotional. We seek to utilize the 24-hour rule if at all possible. This allows for a more thought out and rational conversation.
- Parents may participate in the conversation with the coach but the player should always be present when discussing playtime issues.
- We will not discuss other players on the team but will focus on what you, the player, need to do to have opportunities to play more.
- While email or a phone call can facilitate a discussion we prefer that all playtime issues be discussed in-person with the coach and the player and be scheduled before or after practice.

Multi-Sport Athletes

Impact Sports Academy is supportive of multi-sport athletes; however, good communication between the player, parents and coach is of utmost importance to avoid problems. Players will not be penalized if they have a conflict with another school sporting event; however, volleyball is a team sport and individual skills alone are not enough at a JO level. A player must be able to work with their teammates and vice versa. Although there is no penalty for missing a practice for school activity, it can affect your ability to contribute to your team's success and it could affect playing time. Playing time is solely at the discretion of the coach. School and school functions will take precedence over club practices, just be sure to keep the coach informed of conflicts well in advance and in writing (email recommended). Non-School sports follow the same communication parameters and Tournaments/Games for volleyball take precedent over practices. If you have a conflict it is expected that you will inform your head coach well in advance so a substitute player can be arranged. It is expected that Players who miss practices make arrangements to attend the practice of a team that plays at a similar level. The club director or assistant club directors can help facilitate this.

Travel

JO volleyball requires traveling to other volleyball clubs for tournaments. Our travel policy places the responsibility of all aspects of travel to and from tournaments and supervision of athletes on their parents or other adult designated by the athlete's parent(s). Coaches and Club Directors are prohibited from transporting players to or from any Impact events. Parents are responsible for all costs for travel and meals for themselves as well as their child at tournaments.

Hotel Policies

- It is the policy of Impact Sports Academy, LLC that players will stay with their parents when the distance of a tournament requires a hotel stay. If a player will not have a parent at the tournament then the parent should make arrangements with another female parent or guardian on the team to stay with that family. In no case will a player stay in a room by herself or with a coach or club director.
- While not a requirement, we prefer to have the team stay together in the same hotel if a family will be using a hotel. If that family has friends or other family in that community they can stay with them if they desire to do so. If team bonding events are scheduled we ask that all players attend regardless of where they are staying.
- All players are expected to be in their rooms and in bed at curfew. Unless a coach has designated a different time, the curfew for all players will be 10:00 pm.
- Though your hotel is your temporary home, it is also the temporary home of many others. You must respect the needs of others by keeping your voice down throughout the hotel and no running in hallways or common areas. Your actions should reflect positively on Impact and yourself.
- No males, other than relatives, are allowed in your hotel room at any point, for any reason.
- Athletes may not leave the hotel area at any time without permission from their parent or the adult with whom they are staying.
- Athletes should never be alone. Use the buddy system.
- An athlete found in breach of the Code of Conduct (use of drugs/alcohol or possession of weapons) will be sent home immediately at the expense of the parent or guardian.
- An athlete who damages any property at a hotel or lodging will be personally responsible for damages.

Team Fees & Billing

Team Fees

Team fees vary by program and are updated annually on our website under Club Fees. Posted fees are based on teams of 10 players.

Your child's club dues cover:

- Coaching fees for head and assistant coaches as well as travel expenses if applicable
- Administrative fees for staff registration through OVR, JVA and AAU, gym equipment, etc
- Gymnasium rental/Utilities for practices
- Entrance fees for tournaments
- Uniforms for tournaments and practice shirts
- Kick off party and end of season banquet
- Equipment purchases or maintenance
- Insurance costs

Your child's club dues do not include the following expenses:

- Any travel expenses or meals for players.
- USAV/OVR membership for players.
- Apparel or accessories such as spandex, warm up jacket, kneepads, shoes, socks or gym bags/backpacks.

Billing and Payment Policies

- **Responsible Party** - The parent or guardian who signs the participation agreement is liable for any and all fees, dues and charges for goods and services incurred by the participant. By signing the agreement, the responsible party accepts liability and agrees to be bound by the terms of the agreement. The agreements for all sibling participants, regardless of which parent or guardian signs as the responsible party, will be treated as one account for the purposes of this liability. If the fees are being split between divorced parents, information for both parties must be submitted to the Director of Operations.
- **Refunds** – The cost to field a team is carefully calculated at the beginning of each season to cover the costs for coaching, tournaments, gym space, etc. These costs remain even if your child chooses not to play or is injured and unable to play. Because of this club fees are non-refundable for any reason. There are sports insurance programs available to cover the fees if desired. The only exception to refunds would be in the event of season cancellation by Impact or a government entity, at which time and recoverable expenses for the remainder of the season would be refunded.
- **Payments** – Accounts may be paid by cash, check or credit card (a processing fee will be assessed for all credit card payments). If an account is being paid in more than 2 installments, automated credit card payments are required. Checks should be made out to Impact Sports Academy, LLC. Please write the player's name in the memo line on any checks. Under no circumstances should payments be given to coaches. Checks can be put in the drop box in the gym. Please do not put cash in the drop box. Make arrangements to meet with Marlene Kirker if you want to pay in cash.
- Payments can also be mailed to:

Impact Sports Academy
PO Box 164
Tallmadge, Ohio 44278

- **Club dues** must be paid no later than 10 days after the OVR designated Fall acceptance deadline or another date as published by Impact unless a payment schedule is agreed upon by the parties involved.

- **Payment Plan** – Payment plan options will be included with your invoice. If a special payment plan is necessary for your family, please contact the Director of Operations, Marlene Kirker, at impactsportsacademy.oh@gmail.com.
- **Delinquent Payments** – A player who is delinquent with payments will not be permitted to practice or participate in tournaments. Accounts that remain unpaid after May 1st will be considered “Not in Good Standing” and will be reported to the OVR which may affect a player’s participation during subsequent club seasons, and may be sent to collections.

Fundraising, Sponsorships and Need-Based Aid

We are committed to the goal that no deserving athlete will be prevented from being part of Impact Sports Academy, LLC due to financial hardship.

Fundraising/Sponsorships

Parents and players may conduct a number of individual fundraising events during the season. Proceeds from these fundraisers go directly to the individual athlete’s account. Participation in an individual fundraising activity is strictly voluntary. We will provide a fundraiser to help offset costs. Sponsorships are encouraged, however, Impact Sports Academy, LLC is not a 501(c)3 and any sponsorships are not tax deductible. Recipients of any fundraising dollars are responsible for applicable taxes.

Financial Assistance

Every club season, financial assistance may be awarded to one or more families needing assistance with an athlete’s fees. Families will be required to provide evidence of need and fill out an application which can be requested from the club directors or found on our website. The amount available will fluctuate each year and all funds are distributed at the discretion of our Club Directors. In the event that an athlete is voluntarily or involuntarily removed from the team, the responsible party for that athlete must pay back the full scholarship amount.

Communication

Routine Team Communication

The primary way that you will receive communication from your coach or the club director will be through email and TeamSnap. If a last minute change occurs with a practice or with a tournament we will try to text out that information or have coaches call directly. It is critical that you provide us with all email addresses where you want information sent as well as cell phone numbers for both parents and the player. If changes occur, please update the club director as soon as possible. A parent will be included in all communications with players.

Each coach will indicate their preference for being contacted when immediate communication is required. The default policy of Impact Sports Academy, LLC with regard to an urgent or immediate need to contact your coach is to text message them. If the subject matter does not require an immediate response an email to your coach is appropriate. Any communications, regardless of being verbal or non-verbal or urgent or non-pressing should be followed up with an email to act as a confirmation and a reminder for the coach.

Website

Our website, www.impactsportsacademyohio.weebly.com has a lot of information and resources for parents and players. Parents will be asked to sign a release to post player names, pictures or recruiting information on the website. A player’s home address or other contact information will never be posted on the website.

Player to Coach

Both players and coaches are responsible for establishing a relationship of trust and mutual respect. Bringing up a problem can be very difficult for a player but this is one of those life skills that sports can teach. Parents may need to push their child to take the first step. Our coaches work to be approachable and to create an environment where players feel comfortable enough to voice their concerns. For players, the most common issue they have revolves around playing time. Our expectation is that the player should start this conversation by asking what they need to do to play more and how they can work towards playing a larger role in contributing to the team's success. Often times, players are unclear on what they need to change or how playing time is determined and an early conversation can address these questions before any animosity builds.

Player to Player

It is important for players to realize that in all aspects of life there are people with whom they will have to work with regardless of whether they like them or not. Team sports are no different. Although it is our goal for everyone to be friends on and off the court, that is probably an unrealistic expectation, especially in a competitive setting. It is, however, not unrealistic to expect that all players will respect the contributions of their teammates. Respectful communication can help avoid conflicts between players. If a conflict arises between players on a team it should be resolved outside of practice/tournaments time, if possible, so as to minimize the effect that it can have on the chemistry of the entire team. If the conflict is not able to be reconciled then it is our expectation that the players involved should not aggravate the problem by involving other players or parents on the team with gossip, rumors or attacking people on Facebook or other social media. Any violation of this will not be tolerated and may result in disciplinary action, including, but not limited to loss of playing time or removal from the club.

Parents to Coach

We want to encourage appropriate communication between our parents and the coaching staff of their child's team. What is appropriate communication?

- **Any information about your child's health.** Recent illnesses, medical restrictions relative to practice, allergies, medication needs are all examples of important information that we want you to communicate to your coaches. This needs to be provided in writing.
- **Any information about your child's emotional health.** It may be important for your coach to know if your child is struggling in school or had a recent death in the family or is dealing with another emotionally charged issue. Without this context, your child's behavior in practice or during a tournament, may be interpreted as being lazy, unfocused or disrespectful.
- **A quick heads up that your child is struggling to talk with the coaches.** This is appropriate if it is only a head's up and not a detailed email. Remember that we want to begin this conversation with the player first.
- **Your positive experiences with the coach or the team.** If we are doing things right then reinforce that by letting us know.
- **Your willingness to become more involved.** If you want to help with pictures, video, fundraising or other activities to support your team and the club then let us know!

These are topics of communication with your child's coaches which are never appropriate or where there is an appropriate venue to make that communication.

- **Conversations about play time.** If your child is receiving playing time consistent with this handbook and the expectations set forth by your coach at the player/parent meeting at the beginning of the season, and your child has not tried to discuss their playing time or their role on the team with their coach, it is inappropriate for you to do so. Before approaching the coach yourself, encourage your child to talk to their coach about what they can do to help the team and earn more court time or ask the coach to more clearly define their role on the team. If after this conversation, there are still concerns, at that time, a conversation with the coach, parent, and player may be appropriate. Request a meeting with the coach. The player must be present at the meeting unless there is a very good reason for their not to be.
- **Other players on the team. *Your personal opinions of other player's attitudes, skill, performance or conduct are not appropriate topics of conversation for you to have with your child's coach.*** There are some exceptions with regards to code of conduct. A team

chaperone should inform the coaches of any issues that arise on the team relative to tournament rules or club travel policies. Any issues relative to drugs, alcohol or weapons should be brought up with the head coach immediately. Please use your best judgment here, and understand that if you cross a line, the coach will let you know immediately that this is an inappropriate topic of conversation.

- **Coaching technique, tactics, systems, etc.** These are all issues that are not open for discussion or negotiation. There are opportunities with end of season parent evaluations to provide feedback on these topics to the coaching staff, the board and the club director. Under NO circumstances will text messages, emails, letters or verbal communication criticizing a coach, their coaching style or methods be tolerated. Nor will “helpful” suggestions for how to coach the team.
- **Poor Sportsmanship.** A parent’s actions are a reflection of Impact Sports Academy and the club director will not tolerate aggressive parent behavior toward any of our coaches, coaches of other clubs, other parents or officials. If a parent exhibits this type of behavior, they will be appropriately sanctioned, which may include being asked to not attend future tournaments or being banned from any of our programs. Be a good example for our athletes at all times.

Evaluation Process:

We believe that player and parent feedback is critical to the growth and development of our coaching staff as well as to the continual improvement of the club as an organization. Parent and player evaluation forms will be given during the season instead of just at the end so the coaches have the opportunity to improve on areas where the parents and players are seeing issues. We can’t be at every tournament to watch and this can help us see where we might need to step in to assist or make recommendations to boost the players’ experience. We don’t want to wait until the last week of the regular season because there is not time to correct any issues. Our goal is to obtain constructive, actionable feedback and we welcome your honest assessment of the season. We ask that you be constructive in your feedback as we will provide this to your child’s coach. Personal attacks or venting are not welcome. Consider the type of evaluation you would want as a player or from your supervisor at work.

Grievance Procedures:

None of the coaches should be considered unapproachable. They are all very willing to listen to a player’s concerns and will try to arrive at a mutual solution. Until the coach is made aware of the concern nothing at all can be done to alleviate it. We think the ability to confront and discuss potentially emotional topics is an absolutely necessary skill for negotiating conflict within one’s life. However, we also realize there are times a problem needs to be addressed and the player cannot bring themselves to approach the coach. In this case, we HIGHLY encourage the parents, in a spirit of collaboration with the coach, to produce the best environment for the player, to bring the issue to the coach’s attention, or to the Club Director’s attention. Please do not let problems fester – it only makes things worse for everyone in trying to resolve issues. If you, as a parent, have legitimate concerns about a coach other than your athlete’s coach, or with an athlete other than your own, you need to address the Club Director.

Procedure Steps:

Specifically, if you as a parent, or your athlete as a participant in one of our programs, have concerns about our policies or actions, the procedures to follow are, in this order:

1. The athlete should talk to the coach about the matter.
 - a. It is understood at the younger ages sometimes the parent will be the first contact with the coach.
 - b. If the matter remains unresolved, or if the athlete has reasonable concern that talking to the coach will not resolve the matter, then;
2. The parent should talk to the coach.
 - a. Parents and/or athletes should call the coach on the phone or email the coach to schedule a meeting.
 - b. Meetings need to be at times and locations other than at tournaments. If a parent approaches a coach during a tournament, we have instructed our coaches to refuse to discuss any controversial matters, to refer the parent to the Club Director, and to walk away from the parent.

- c. We ask that any meetings be at least 24 hours after the reason for that meeting.
 - d. The recommended time for a parent or athlete to talk to a coach about a problem is a previously arranged time either before or immediately after a scheduled practice.
 - e. In most situations we will ask the athlete to attend the meeting also.
 - f. If the matter still remains unresolved, or if the parent has reasonable concern that talking to the coach will not resolve the matter, then;
3. The parent should talk to the Club Directors and request a meeting with the coach and the Club Directors. The decision of the Directors is final.

We encourage parents to approach us earlier rather than later about concerns they have. There is little we can do to rectify a situation that is not brought to our attention until the end of the season. It is much better to have open lines of communication about problems as soon as they arise.

Other Grievance Policies:

We will not tolerate any hostile, aggressive confrontation between a parent and any official, any other parent, any athlete or any coach, regardless of whether the coach, athlete or other parent is a member of our programs or not. Violation of this policy may result in the athlete being dismissed from the program. It is inappropriate and undesirable for an athlete or a parent to approach other parents and athletes to complain about a problem the athlete or parent has with a coach, about objections to coaching decisions, or about disagreement with an administrative decision. This is one of the biggest factors in disrupting the chemistry of a team. Asking uninvolved persons to take sides on an issue is unfair to the third parties, to the team and to the program. Competitive team athletics, by its very nature, creates situations where everyone may not be happy all the time. For the psychological health of the athletes and the program as a whole, grievances need to be handled between the parties involved and the decision-makers in the situation, meaning, talk to the coach or talk to the administration. We strongly encourage any member who is approached and asked to listen to or express an opinion about matters between two other parties in the program to suggest to the complaining party that he or she needs take the matter up with the coach in question, or the Club Director, and refuse to listen further. It is detrimental to all persons involved to repeat complaints you hear (or overhear) to other uninvolved parties. By the time a story gets to the third or fourth party, it frequently bears little resemblance to the facts of the situation.

Bullying Policy

Bullying will not be tolerated by Impact Sports Academy, LLC (Impact), coaches, parents, players or administration. Our definition of bullying is “an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior (including social media) that intends to cause physical, social and/or psychological harm. It can involve an individual or group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening”. Bullying behavior is repeated, or has the potential to be repeated, over time. A single incident does not constitute bullying; therefore, it is Impact’s sole discretion as to whether a behavior has potential to be repeated over time. A player agrees in the Athletes Code of Conduct, “I will conduct myself in a manner that is respectful to me, my team and to the program.” Bullying is a violation of this agreement. The following steps are in place if a player has been bullying or has the potential to repeat a behavior that constitutes bullying. In the event of a serious infraction, Impact may dismiss the player from the team and club immediately with no refund.

1st Offense: Written Reprimand – An email or letter listing infraction(s) and required reparations, including, but not limited to a report to the Club Director(s) with the effects of their actions on others, a sincere apology letter addressed to the offended parties, a sincere apology letter to the coach(es) and/or team who were affected by the disruption in handling the infractions. This warning will be saved in a permanent file and will carry over from year to year. Failure to complete the requested reparations will result in a meeting with administrator(s), coaches and/or offended party/parties and possible dismissal from the team and the club.

2nd Offense: Suspension – A two-week suspension from practices, tournaments and any team oriented activities will be imposed. A partial refund will not be given for any missed practices or tournaments. Playing time at tournaments may also be affected until player demonstrates the ability to perform skills and strategies which were taught while player missed practices.

3rd Offense: Removal from the team and Impact. No refund will be given for club fees.

Bullying by adults affiliated with Impact

1st Offense: Written Reprimand - An email or letter listing infraction(s) and required reparations, which may include written apologies to the affected party/parties.

2nd Offense: Suspension – A two-week suspension from practices, tournaments and any team oriented activities will be imposed. For coaches and administrators, this will be without pay.

3rd Offense: Adult will be banned from Impact and all team events. Incident reports will be filed with the Ohio Valley Region (OVR), Amateur Athletic Union (AAU) and Junior Volleyball Association (JVA), and the offending party will be banned from entry to tournaments sponsored by these organizations. Coaches and administrators found to have committed a 3rd offense will have their contract terminated with payment as described under the contract termination section.

Sexual or Physical Abuse Policy

Impact Sports Academy, LLC recognizes that all forms of sexual abuse, assault or harassment are illegal and unethical, even when an athlete invites or consents to such behavior or involvement. Sexual abuse and harassment are defined as, but not limited to, repeated comments, gestures or physical contacts of a sexual nature. This includes demanding sexual favors in exchange for promotions, unwelcome touching of any kind, unwanted letters, telephone calls, texts or email of a personal nature, unwarranted inquiries about personal life or sexual habits, repeated jokes with sexual content, and sexual comments about a person's appearance or body. For the purpose of Impact Sports Academy, this applies to Coach/Coach, Coach/Player, and Player/Player relationships.

In addition, Impact Sports Academy will not tolerate hazing. Hazing is defined as any intentional act that endangers the mental or physical health of one person or a group of people, by another person or group of people, for the purpose of group acceptance or membership. Hazing behavior would include but is not limited to: brutality such as beating or striking, excessive calisthenics, excessive consumption of food or beverage, or intimidating/ threatening activities that cause extreme mental stress.

Impact Sports Academy will not tolerate sexual or physical abuse of any of its staff or its participants. Impact Sports Academy regards the safety of the young athletes entrusted to our care and instruction as our highest priority. We do not tolerate physical behavior that compromises that priority. We monitor activities and interactions to try to prevent miscommunications that cause discomfort to any of our athletes or parents.

Reporting Complaints:

If you see or experience behaviors by a coach or any other party that you believe to be inappropriate, report it immediately to either the Head Coach or Club Director. All facts will be written down and a file will be started. All complaints will be turned over to the proper authorities and investigated. Any player, contractor or volunteer found to be in violation of the sexual and physical abuse policy will be subject to discipline, which may include dismissal from the club and reporting to local law enforcement agency. There will be no retaliation against any complainants or witnesses who participate in an investigation of an abuse charge.

Athlete Code of Conduct

My primary goal is to become the best player that I can be. I am responsible for my own actions and behavior. I am fully committed to Impact Sports Academy's Volleyball program and agree to the following:

Attitude

- I will conduct myself in a manner that is respectful to me, my team and to the program.
- I will commit to my team by getting adequate sleep, eating a healthy diet and abstaining from the use of alcohol, illegal drugs or tobacco, especially during the course of the club season.
- I will play with full effort and intensity.
- I will have a positive attitude and will work to promote positivity amongst my team.
- I will not be argumentative or contrary.

Communication

- I will avoid criticism of my teammates, as I believe no one is trying to make a mistake.
- I will avoid giving unsolicited coaching tips to teammates and defer responsibility to my coaches.
- I will refrain from posting or communicating negative comments about other players, coaches, parents or the club via texting, email or social media.
- I will take the initiative to speak with my coach if I have any questions about my skills, playing time or any problems I am having with my team before the problem festers.

Coachability

- I will listen to my coach's instructions and will work to apply the corrections given to me so I can become a better player.
- I will accept decisions by my coach(es) knowing that everyone cannot start. I will accept my role on the team and will do what it takes for the team to succeed.

Practice and Tournaments

- I will manage my time to meet my commitments to my team, my family, my classes and my other obligations.
- I will proactively contact my coach with as much advance notice as possible if I am unable to make it to practice or a tournament.
- I will commit to being ready to step on the floor at the scheduled practice start time. That means I will have to get to practice at least 15 minutes ahead of time so that I can change and get ready.
- I will arrive at tournaments at the designated time ready to play and will remain at the tournament until my coach dismisses my team.

Player Signature will be requested digitally.

Parent Code of Conduct

Parents are crucial to the success of their child's volleyball experience and our programs. Impact Sports Academy, LLC requires that the parent (or parents) of all players in our program sign this code of conduct contract.

In support of my Child/Children, I agree to the following:

Safe Play

- I will inform the coach of any physical disability or ailment that may affect the safety of my child or the safety of others.
- I will demand a sports environment for my child that is free from drugs, tobacco and alcohol and I will follow rules and regulations regarding use of these substances at all tournaments and practices.

Sportsmanship

- I will respect the officials and their authority during games. I understand that many of our officials are coaches or junior players. I will not yell or scream at officials and leave it up to my child's coach to resolve issues with the official or scorekeeper. I will ensure that any family or friends who attend games also abide by Impact Sport Academy's sportsmanship policy.
- I will teach my child to play by the rules and to resolve conflicts without resorting to sulking, being passive aggressive, showing hostility or resorting to violence.
- I will teach my child that doing one's best and improving is more important than winning.

Coaching

- I will refrain from coaching my child or other players during games and practices unless I am the official coach or have been asked to assist by the official coach.
- I will avoid yelling instructions to any player during games as this undermines the coach's authority and distracts the players.
- I understand that playing time will be afforded to all players, but not necessarily in equal proportions. Playing time is the sole decision of the coach and may be influenced by attendance, tardiness, discipline and ultimately by playing ability in pressure situations.

Communication

- I understand that my child must be the first one to approach the coach if they have problems or concerns. I will encourage him/her to do so and will help facilitate the meeting if necessary.
- I understand that competitive sports can be emotionally charged and there are times when I will feel the need to speak to the coach immediately but will wait 24 hours after the triggering event so as to make that conversation as productive as possible.
- I understand that texting or emailing the coach with suggestions or criticisms following a tournament or practice is not acceptable and will not be tolerated by the club.
- I hereby authorize Impact Sports Academy, LLC to post my child's name, picture, and present school, year of graduation, height, uniform number and position on the Impact website or with any recruiting materials.

Parent/Guardian Agreement & Consent

I have read, understand, and agree to the policies, procedures, and code of conduct requirements as set forth by Impact Sports Academy Volleyball Handbook. As evidenced by my signature, I certify that I have read and understand all of the preceding information and consent to abide by the rules set forth therein. In addition, I certify that as a parent/guardian of player(s), have explained to my child the aforementioned stipulated conditions and their ramifications, and I consent to their participation in this program. I understand that by accepting an offer from Impact Sports Academy on my child's behalf I have committed to the club and I agree to pay the team fees set forth by Impact Sports Academy. Lack of payment will result in loss of playing time and could be sent to a collection agency.

Parent signatures will be requested digitally