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## JUNIOR CLUB PERSONNEL CODE OF ETHICS

It is the duty and obligation of USA Volleyball (“USAV”) affiliated Junior Club Program (“JCP”) administrators, directors, coaches, staff and other club personnel to assure the following Junior Club Personnel Code of Ethics is followed and adhered to by all individuals who have an active role in a USAV JCP in any Regional Volleyball Association (“Region”) of USAV.

In a continuing effort to promote safe, healthy and ethical communication, relationships and treatment of all USAV players and personnel, all adults associated with a JCP must read, accept and submit this Junior Club Personnel Code of Ethics before they are eligible to actively participate in a JCP that is associated, affiliated, or participating in USAV.

1. All adult club personnel affiliated with a JCP must be a registered member with a Region and USAV.
2. All adult club personnel including club directors, staff, club administration, coaches, chaperones, assistant coaches, trainers, etc., affiliated with a JCP intending to participate in USAV must have an approved and current background check on file and be currently SafeSport trained as per USAV and the U.S. Center for SafeSport policies. It is intended that the term “all adult club personnel” be all inclusive and not limited to only those categories identified herein.
3. A head coach or assistant coach affiliated with a JCP must also: be an adult (see Region definition of an adult) and be IMPACT certified according to USAV and Region policies.
4. If allowed by Region rules, an assistant coach who has not yet met the age of majority in the state of residence must be supervised by a head coach recognized by the Region and must meet all applicable Region and USAV requirements. Individuals who are registered as junior players and also have an interest in coaching should contact their Region regarding coaching eligibility.
5. Responsibilities:
  - A. A head coach or other equally qualified club personnel must be present at all practices and competitions. A head coach, adult club representative personnel or registered chaperone must be present during team-supervised travel. This individual shall be responsible for the moral, legal and ethical well-being for each participant during team/club activities.
  - B. Coaches and other adults in positions of authority shall understand the unique power of such positions. Coaches and all other club personnel shall not exploit athletes and shall avoid any relationships which would violate the SafeSport Code (“Code”) or Minor Athlete Abuse Prevention Policies (“MAAPP”), could compromise the integrity of the learning and participation process, impair professional judgment and/or take advantage of a situation for their own personal gain or gratification.
  - C. All club personnel must understand that all forms of sexual abuse, assault or harassment of a current or former athlete are unethical, violate the Code, and are illegal, even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority.
  - D. All club personnel shall insure that all individuals have met all Region and USAV membership requirements prior to participation in any club, team and/or Region/National/USAV activities.
  - E. All club personnel must inform the players and their parent(s)/guardian(s) about any Region and/or USAV 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.
- G. All club personnel may not participate in, require another individual to participate in, or condone any act considered to be illegal under federal, state or local laws and/or ordinances and or USAV/Region policies.
- H. All club personnel shall strive to educate their athletes and personnel to respect, honor and adhere to the rules of the facility being used during practices, tournaments or events. In this regard, the rules of the facility shall have priority over the rules of the Region.
- I. All club personnel shall ensure that all activities are suitable for the age, experience and ability of their athletes.
- J. All club personnel shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.
- K. All club personnel shall, while serving in a professional capacity, avoid any drug, tobacco or alcohol use while in the presence of athletes.
- L. All club personnel shall not supply or condone the use of drugs, alcohol, tobacco, vaping devices, fireworks, ammunition, firearms, knives or any item or material that can be used as a weapon, to any of the participants or athletes and shall report any athlete using or in the possession of the same.
- M. All club personnel shall not allow, encourage, condone or require any behavior that threatens an athlete's amateur status or Region, USAV , school and/or collegiate eligibility.
- N. All club personnel shall maintain all relationships with other club personnel on a professional and confidential basis.
- O. All club personnel must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel, and officials.
- P. All club personnel will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of current and/or former athletes. Such behavior is illegal and in violation of the Code.
- Q. All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this Junior Club Personnel Code of Ethics to the appropriate legal authorities, including USAV and Region Administrators.

Any violation of this Junior Club Personnel Code of Ethics may result in sanction being issued against the club representative, the individual(s) and the club/team involved. These sanctions may extend to the loss of eligibility of the club representative, the individual(s), the entire club and the team involved.

I acknowledge that I have read, understand and agree to abide by the statements in this Junior Club Personnel Code of Ethics.

Applicant Signature\_\_\_\_\_

Date\_\_\_\_\_

Print Name\_\_\_\_\_

Parent/Guardian Signature\_\_\_\_\_

Date\_\_\_\_\_

(On Behalf of Minor Applicant) Print Name\_\_\_\_\_