

Liberty Elite Volleyball Club Bi-Laws

ARTICLE 1: Name and Purpose

Section 1: The name of this organization will be Liberty Elite Volleyball Club (LEVBC) LLC.

Section 2: Team LEVBC is a non-for-profit, 501(c)(3) that was formed to foster national or international volleyball sporting competition by providing opportunities for and improving the volleyball abilities of girls and boys in grades 6-12; to promote the principles of teamwork, individual responsibility and good sportsmanship through participation sporting in activities. Our primary goal is to develop the individual skill level of every player and to perform at a high level in a team environment, ultimately providing opportunity to our athletes in gaining collegiate scholarships, regardless of fiscal ability to participate.

LEVBC is governed by USA Volleyball and AAU Volleyball.

ARTICLE 2: Policy

Section 1: Affiliations: Every team member will be required to become a member of the USA Volleyball Association. Team LEVBC will operate in accordance with the standards and rules of USA Volleyball. The Club will abide by the provisions of these Bylaws. The teams of LEVBC will compete in regularly scheduled seasons of USA Volleyball and in tournaments as determined by the individual teams. Team LEVBC will operate on an annual basis, holding annual board meetings sometime after August 1st.

Section 2: Playing time: LEVBC intends to provide appropriate opportunities for the development of individual and team skills for all players with the goal of providing the greatest amount of game experience for each player. LEVBC promotes fair play for each player; not necessarily equal play for each player. Tournament playing time is not guaranteed or required. The head coach of each team will determine the amount of game playing time for each player.

Section 3: Club Commitment: LEVBC requires and expects the commitment and the dedication of its players and families in matters of participation, sportsmanship and financial support. Membership carries obligation for timely attendance and diligent effort at practices and games, for prompt payment of financial obligations and for cooperation and other assistance with the various needs of the Club.

Section 4: Clinic Commitment: LEVBC will strive to make educational/instructional clinics available and affordable to the whole community to help foster the growth of the sport of volleyball to both boys and girls, grow sportsmanship within each player, provide a safe environment to each participant and promote physical fitness amongst our youth.

ARTICLE 3: Membership

The membership of this club shall represent a cross-section of educational, social and cultural life of the community and shall consist of children of good character and athletic ability who have been duly selected through an annual tryout process. Membership shall be held by individual players and shall not be transferable. Parents of children who are members of the club are also members and are eligible to be elected as officers of the Club.

Section 1: Voting Members: The voting members of LEVBC is the Executive Board of Directors.

Section 2: Termination of membership: Membership in the Club shall terminate at such time as the requirements for membership no longer apply. i.e., no longer an officer, coach, parent or legal guardian of the team affiliated player.

- A. Any member may resign from the Club provided that all dues and fees have been paid. Such resignation shall be in writing to the Secretary or President.
- B. Any member who is in arrears in the payment of dues or fees to the club may not be allowed to practice or play in tournaments and may be suspended from membership. He or she will be provided written notice by the Treasurer. Such member, upon payment of arrears may be reinstated at the discretion of the Board of Directors.
- C. Any member charged with any act prejudicial to the best interest of the club and USA Volleyball, and against who such charges are sustained after opportunity to appear before the Board of Directors in his or her own defense, may be expelled from membership, at the discretion of the Board of Directors. Upon such action by the Board of Directors, the secretary shall immediately notify the CHRVA Region and all members of the club of such action.
- D. Any member whose membership in the Club has been terminated for any reason shall forfeit all interest in any funds and property of the club and all rights to the use of LEVBC team name, emblem or insignia.
- E. It shall be the prerogative of the Board of Directors to confirm any termination of membership on behalf of the Club.

ARTICLE 4: Teams

Section 1: Organization of Teams: LEVBC shall be organized into teams comprised of a minimum of 8 and a maximum of 12 players, an assistant coach and/or a head coach. Each team may have a volunteer assistant at the discretion of the Head Coach of the team. Team LEVBC will carry one or two teams per age group.

Section 2: Temporary Player Movement: Both coaches and players may be borrowed from another LEVBC team for tournament play. Movement for tournament play must follow USAV guidelines. Transfers between teams must follow guidelines established by the Board of Directors.

Section 3: Permanent Player Movement: Permanent player movement shall require the consent of both teams coaches and the family of the affected player.

ARTICLE 5: Players

Section 1: Age Requirements: Players must meet the age requirements of their team and follow the guidelines of USAV and AAU.

Section 2: Player Selection: Evaluations shall be held at the beginning of each club season per USAV rules to select players.

ARTICLE 6: Club Administration

Section 1: Executive Board of Directors: The Executive Board of Directors shall manage the affairs of LEVBC in furtherance of the purpose and objective of the club as expressed in these bylaws. The Executive Board shall consist of the President/Director, Vice President, PR Coordinator, Club Fitness Coordinator and appointed Members At Large. The Board has the discretion to add additional Officer/Board members as additional elected members.

Section 2: Duties of the Executive Board of Directors.

The duties of the Board are to run LEVBC. They shall include, but not limited to the following duties and responsibilities:

- A. Prepare annual budgets, set and collect dues and other assessments; accept contributions; collect disburse funds; and account for expenditures to the membership. Hold meetings with all members outlining total disclosure of income and expenses. This will be done a minimum of two (2) times per club season.
- B. Define and implement policies and procedures.
- C. Organize temporary and volunteer committee's and appointments as needed for membership.
- D. Receive, consider and act on questions or complaints from the membership.

Section 3: Board Meetings. The Board shall meet at intervals appropriate to the needs of LEVBC. A Board meeting may be called by the President or any Executive Board member. A quorum consisting of the majority of the members of the Executive Board shall be required to conduct business, and the approval of a majority of the Executive Board members shall be required to conduct business, and approval of a majority of the Executive Board members present at a meeting shall be required to approve any actions, unless a higher vote is required in these bylaws. Minutes of all meetings shall be recorded, approved and made available to the general membership.

Section 4: General Membership Meetings. General membership meetings will be held once a year as determined by the board of directors, usually at the initial parent meeting.

ARTICLE 7: Elected Officers-Executive Board

Section 1: Executive Board Members. The Executive Board Members are the President, the Vice President, Fitness Coordinator and the PR Coordinator and appointed Members At Large. LEVBC Officers will be the Secretary, Treasure, and the Fundraising Coordinator. These Officers will be elected for specific positions they will hold and are not voting members. Officers will be elected to a one (1) year term by the Executive Board outside of the Treasure which will be a three (3) year term. Officers may be re-elected and additional elections may be needed to fill other vacancies as directed by the Executive Board.

Section 2: Duties of Officers and Executive Board and Officers.

- A. President
 - Preside over meetings or the General Membership and of the Board of Directors.
 - Provide direction to the Club to fulfill the Club's purpose expressed in these bylaws.
 - Prepare the agenda for each meeting and conduct all meeting.
 - Make all committee and other volunteer appointments.
 - Purchase club equipment/materials as needed without board approval for items under \$2000.
- B. Vice-President
 - Assume the responsibilities of the President in the absence of the President.
 - Coordinate and assist with other Club jobs and committees as may be assigned by the President or Board of Directors.
 - Assist the President in preparations for and preserving order at all meetings of the Club.
 - Update the website.
- C. PR Coordinator
 - Push out all PR information through social media and other media outlets.
 - Update and website as needed
- D. Club Fitness Coordinator

- Coordinate all fitness programs and trainings for LEVBC players.
- E. Treasurer
 - Open and maintain such bank accounts as necessary to carry out the business of the Club
 - Collect dues and other funds and contributions.
 - Pay all bills for the Club and handle all other disbursements required for the Club.
 - Prepare an annual budget.
 - Prepare and deliver a financial report twice each year, or as otherwise requested by the Board of Directors.
- F. Secretary
 - Record all decisions and actions at meetings, maintain records, post minutes, and distribute minutes to voting members.
 - Help the Registrar as needed.
- G. Fundraising Coordinator
 - Work with each team rep and other LEVBC members to coordinate large fundraising efforts.

***Removal of Elected Officers/Board Members

- Any elected Officer may be removed from any office by a majority vote of the Executive Board Committee.

ARTICLE 8: Revenues

Section 1: Fiscal Year. The fiscal year for LEVBC Club season shall commence November 1st of each year and conclude June 30th of each year. Clinic season shall commence May 1st of each year and concluded Oct 31st of each year.

Section 2: Dues. For club season, each family member shall pay dues as set forth by LEVBC. LEVBC will pay USAV registration fees for team representatives and coaches. All dues must be paid prior to or during the initial club season meeting. Acceptable forms of payment are Credit Card or PayPal. Add dues are non-refundable once players play within a season tournament. If players choose to leave prior to tournament pay, all fee's minus uniform fee's will be refunded.

Section 3: Clinics. All dues for clinics shall be paid prior to participation either by in person payments or on-line payments. The determination of use for all monies made during the clinic season will be up to the Executive board on the use for the following club season.

Section 4: Fundraising/Sponsorship. As the following per capita income for the surrounding areas are: Washington County's MD \$27,066, Antrim township PA, \$29,463 and Martinsburg WV is \$20,149, the board shall strive to find and provide funding in order to make volleyball affordable and accessible by everyone within the surrounding communities for both Club season and clinics. As we are a Non Profit, 501c3 organization all donated and or earned funds must be utilized appropriately for the benefit of the community and participants within the organization.

ARTICLE 9: Club Activities

Section 1: Practices: Practices shall be conducted on a schedule developed on the availability of gymnasiums, and determined by the coaches and the Director to be appropriate and reasonable for the purpose of improving skills and abilities of the players. The practice schedule shall be published and distributed to the players as soon as it's available.

Section 2: Tournaments: Each team coaches will provide a tentative list of the tournaments in which their teams will participate in. The director will decide and approve the tournaments ensuring they are appropriate for the development and competitive level of each team.

Section 3: Travel Expenses: Each family is responsible for the players and their own travel expenses to any game, practice, or tournament or other LEVBC activity. LEVBC will pay for the coaches travel expenses to Travel (not local regional) tournaments to include gas, hotel, and food costs. Alternative travel I.E. airfare or rail and rental car will be paid for if the Travel tournament is more than 8 hours way from the club address. Every effort will be made by the President to reduce costs by sharing cars, and other travel accommodations Etc. where applicable.

ARTICLE 10: Conduct of LEVBC

All members of LEVBC, including players, coaches, and family members, are expected to conduct themselves during games, scrimmages and practices in such a way as to promote goodwill among the members and a good reputation with opponents of the Club teams. Players must display good sportsmanship towards each other and members of the other teams. Coaches should promote each player's enthusiasm and positive image.

Parent's or players that do not conduct themselves to the LEVBC standards outlined within this document and the below codes of conduct will be penalized. Parent's behaviors have direct influence on child's playing time. Incidents will be evaluated following the steps below:

- 1) Any and all violations should be brought to the board
- 2) Board will determine the severity of the violation and the appropriate outcome
- 3) Possible punishments are the following:
 - a. Player tournament suspensions
 - b. Parent tournament suspensions
 - c. Release from affiliation with LEVBC

LEVBC will also follow all of USAV Safesport policies outlined within the attached USAV Safesport document. These policies address the following types of abuse and misconduct:

- 1) Sexual Misconduct
- 2) Physical Misconduct
- 3) Emotional Misconduct
- 4) Bullying, Threats and Harassment
- 5) Harassment, including Sexual Harassment
- 6) Hazing
- 7) Social Media and Electronic Communications Policy
- 8) Travel Policy

ARTICLE 11: Amendments

Any amendment to these bylaws must be in conformity with the rules and regulations of the USAV and CHRVA Region shall be adopted by two thirds (2/3) vote of the Executive Board Members. These bylaws were approved at a meeting of the Board of Directors of LEVBC on Oct 16th 2018.

LEVC Conflict of Interest Policy

Article I

Purpose

The purpose of the conflict of interest policy is to protect this tax-exempt organization's LEVBC interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Article II

Definitions

1. Interested Person

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

Article III

Procedures

1. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest

- a.** An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
 - b.** The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
 - c.** After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
 - d.** If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
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4. Violations of the Conflicts of Interest Policy

- a.** If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
 - b.** If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.
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Article IV

Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- a.** The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
 - b.** The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.
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Article V

Compensation

- a.** A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
 - 1. The board will use 2-3 (if available) quotes from other sources to validate the fair market value before a vote is conducted.
 - b.** A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
 - b.** No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.
 - c.** Where conflict of interest is found due to the procurement of goods and or services, the board shall require 2-3 additional quotes for the validation of fair market value before voting on the procurement of items
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Article VI

Annual Statements

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
 - d. Has read and understands the policy,
 - e. Has agreed to comply with the policy, and
 - f. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII
Periodic Reviews

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
 - b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.
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LIBERTY ELITE VOLLEYBALL CLUB

USAV SAFESPORT RULES AND REGULATIONS

All Participants will familiarize themselves with each form of misconduct and shall refrain from engaging in misconduct and/or violating any of these policies.

A Participant or Parent who violates any of the below policies is subject to appropriate disciplinary action including, but not limited to, suspension, permanent suspension and/or referral to law enforcement authorities.

In the event that any of USA Volleyball's employees or volunteers, the Regional Volleyball Association's employees or volunteers, or Member Clubs' employees or volunteers observe inappropriate behaviors (i.e., policy violations), suspected physical and/or sexual abuse, and any other types of abuse or misconduct, it is the responsibility of that observing person to immediately report their observations to the appropriate authority as described in the following sections of this handbook when required under this Policy and/or under applicable law and the U.S Center for SafeSport. Employees and volunteers should not attempt to evaluate the credibility or validity of child physical or sexual abuse allegations as a condition for reporting to appropriate law enforcement authorities.

USA Volleyball's and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies set by U.S. Center for SafeSport. For more information, please visit www.safesport.org. U.S. Center for SafeSport may change its definitions or policies at any time without notice. Where definitions are different, U.S. Center for SafeSport current applicable policies prevail.

Sexual Misconduct How to Recognize and Respond to Sexual Misconduct It is the policy of USA Volleyball and the Regional Volleyball Associations that there shall be no sexual abuse or misconduct of any Participant by any coach, official, director, employee, Parent, volunteer, independent contractor, support staff or other Participant.

Sexual misconduct occurs when an athlete, coach, official, director, employee, Parent or volunteer touches or engages in any other inappropriate activity with a Participant for the purpose of sexual arousal or gratification. Consent Minors cannot consent to sexual activity with an adult.

All sexual interaction between an adult and a minor is strictly prohibited. All sexual interaction between a participant in a position of authority over a junior player is strictly prohibited by policy.

Authority and Trust Once the unique coach-athlete relationship is established, the authority and trust on the part of the coach over the athlete shall be assumed, regardless of age. However, in some circumstances in regard to adult volleyball players, this assumption is rebuttable. **Imbalance of Power** An imbalance of power is always assumed between a coach and an athlete, regardless of age, and an adult in a position of authority.

Without limiting the above, any act or conduct described as sexual abuse, sexual misconduct or child sexual abuse under applicable federal or state law constitutes sexual abuse under this policy. Any USA Volleyball or Regional Volleyball Association Participant who engages in any act of sexual misconduct is

subject to appropriate disciplinary action including but not limited to suspension, permanent ban and referral to the U. S. Center for SafeSport and law enforcement authorities.

EXAMPLES OF SEXUAL MISCONDUCT (without limitation)

Touching offenses • Fondling an athlete's breasts, buttocks or genitalia • Exchange of reward in sport (e. g., team placement, scores, feedback, free lessons/court time, etc.) for sexual acts • Genital contact – whether or not either party is clothed • Sexual relations or intimacies between participants in a position of trust, authority and/or evaluative and supervisory control over athletes or other sport participants

Non-touching offenses • Sexually-oriented comments, jokes or innuendo made to or about an athlete, or other sexually harassing behavior • A coach discussing his or her sex life with an athlete • A coach asking an athlete about his or her sex life • A coach requesting or sending a nude or partial dress photo to athlete • Exposing athletes to pornographic material • Sending athletes sexually-explicit or suggestive digital or written messages or photos (e.g., "sexting") • Deliberately exposing an athlete to sexual acts • Deliberately exposing an athlete to nudity (except in situations where locker rooms and changing areas are shared) • Sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature

'GROOMING' Grooming describes the process whereby a person engages in a series or pattern of behaviors with a goal of engaging in sexual misconduct. Be advised that the initial stages of the grooming process can occur in public or group settings, offenders also take care to groom the community, which makes it easier to gain the trust of staff and administrators.

Grooming may involve any of the following but not limited to the following activities:

1. Targeting the victim – An offender will identify a child and determine his or her vulnerabilities.
2. Gaining trust – Through watching and gathering information about the child, an offender will become acquainted with his or her needs.
3. Filling a need – Offenders will often lavish gifts, extra attention and affection to forge a bond with their victims.
4. Isolating the child – By developing a special relationship with the child, an offender creates situations in which he or she is alone with the child.
5. Sexualizing the relationship – An offender will desensitize a child by talking to, taking photos of and even creating situations in which both the offender and victim are touching or naked. The adult then uses a child's curiosity and feelings of stimulation to engage in sexual activity.
6. Maintaining control – To ensure the child's continued participation and silence, offenders can use secrecy and blame as well as other tactics. Victims sometimes continue the relationship out of fear or shame at the thought of having to tell someone about the abuse.

All questions or concerns related to inappropriate, suspicious or suspected grooming shall be immediately directed to law enforcement and the United States Center for SafeSport.

How to Report Sexual Misconduct Violations If you become aware of sexual misconduct you must immediately report to law enforcement (and) the U.S. CENTER FOR SAFESPORT. To report to the U.S. CENTER FOR SAFESPORT: Online Reporting Form: <https://www.safesport.org/response/report> Phone: 720-524-5640 SafeSport Helpline: safesporthehelpline.org SafeSport Helpline Number: 866-200-0796

PHYSICAL MISCONDUCT

USA Volleyball's and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies of the United States Center for SafeSport. For more information, please visit www.safesport.org

It is the policy of USA Volleyball and its Regional Volleyball Associations that there shall be no physical misconduct (abuse) of any Participant by any coach, official, director, employee, Parent, volunteer, independent contractor, support staff or other Participant.

Physical Misconduct means any contact or non-contact conduct that causes or reasonably threatens to cause physical harm to another person.

Examples of physical misconduct may include, without limitation: Contact violations – Punching, beating, biting, striking, choking or slapping another; intentionally hitting another with objects, such as sporting equipment; encouraging or knowingly permitting an Athlete to return to play prematurely following a serious injury (e. g., a concussion) and without the clearance of a medical professional. Non – contact violations- Isolating a person in a confined space, such as locking an Athlete in a small space; forcing an Athlete to assume a painful stance or position for no athletic purpose (e. g., requiring an athlete to kneel on a harmful surface); withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; providing alcohol to a person under the U. S. legal drinking age; providing illegal drugs or non-prescribed medications to another.

Physical misconduct means physical contact with a participant - hitting, pushing, beating, biting, striking, kicking, choking, spitting or slapping; throwing, objects such as sporting equipment at another person.

Without limiting the above, any act or conduct described as physical misconduct under applicable federal or state law constitutes physical misconduct under this Policy. Physical misconduct does not include physical contact that is reasonably designed to coach, teach, demonstrate or improve a volleyball skill, including physical conditioning, and team building.

While other team Participants are often the perpetrators of physical misconduct towards their teammates, it is a violation of this policy if a coach or other Responsible Adult participates, knows or should know of the physical misconduct but takes no action to intervene on behalf of the targeted Participant(s). To report instances of Physical Misconduct, refer to your regional SafeSport contact, regional commissioner or USAV at <https://www.teamusa.org/USA-Volleyball>. USAV will immediately forward complaints to the appropriate Region.

EMOTIONAL MISCONDUCT

USA Volleyball and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies as the U.S. Center for SafeSport. For more information, please visit www.safesport.org.

It is the policy of USA Volleyball and the Regional Volleyball Associations that there shall be no emotional misconduct (abuse) of any Participant by an employee, volunteer, independent contractor or other Participant.

Emotional misconduct involves repeated and / or severe non-contact behavior involving Verbal Acts, Physical Acts and / or Acts that Deny Attention or Support. Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

Examples of emotional misconduct may include, without limitation:

Verbal Acts – Verbal assault that repeatedly attacks someone personally (e.g., calling a person worthless, fat or disgusting; taunting a person for being too effeminate); repeatedly and excessively yelling at a particular athlete or other participant in a manner that serves no productive training or motivational purpose.

Physical Acts - Physically aggressive behaviors, such as throwing sort equipment, water bottles or chairs at or in the presence of others; punching walls, windows or other objects.

Acts that Deny Attention or Support – Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.

While other team Participants are often the perpetrators of emotional misconduct towards their teammates, it is a violation of this policy if a coach or other Responsible Adult participates, knows or should know of the emotional misconduct but takes no action to intervene on behalf of the targeted Participant(s).

To report instances of Emotional Misconduct, refer to your regional SafeSport contact, regional commissioner or USAV at <https://www.teamusa.org/USA-Volleyball>. USAV will immediately forward complaints to the appropriate Region.

BULLYING, THREATS AND HARASSMENT

USA Volleyball and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies as the United States Center for SafeSport. For more information, please visit www.safesport.org. It is the policy of USA Volleyball and the Regional Volleyball Associations that there shall be no form of bullying, threats or harassment directed at any Participant by any coach,

official, director, employee, Parent, volunteer, independent contractor, support staff or other Participant.

Bullying Behavior is repeated and / or aggressive behavior among minors that is intended or likely to hurt, control or diminish another person emotionally, physically or sexually. (Bullying – like behaviors among adults are addressed under other forms of misconduct such as Hazing and Harassment.

Bullying involves an intentional, persistent or repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

BULLYING BEHAVIOR IS PROHIBITED IN ANY MANNER.

Forms of bullying may include, without limitation: Physical – Hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting, or slapping; throwing objects such as sporting equipment at another person Verbal – Teasing, ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.

Social, including cyberbullying – Using rumors or false statements about someone to diminish that person’s reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.

Sexual – Teasing, ridiculing or taunting based on gender or sexual orientation (real or implied), gender traits or behavior e.g., taunting someone for being too effeminate), or teasing someone about their looks or behavior as it relates to sexual attractiveness.

Rude, mean and conflict – distinguished – Conduct may not rise to the level of Bullying Behavior if it is rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons, absent a Power Imbalance, who perceive they have incompatible goals.

While other team Participants are often the perpetrators of bullying, threats and harassment, it is a violation of this policy if a coach or other responsible adult knows or should know of the bullying behavior but takes no action to intervene on the behalf of the targeted participant(s).

To report instances of Bullying, Treats or Harassment refer to your regional SafeSport contact, regional commissioner or USAV at <https://www.teamusa.org/USA-Volleyball>. USAV will immediately forward complaints to the appropriate Region.

HARASSMENT, INCLUDING SEXUAL HARASSMENT

USA Volleyball and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies as the U.S. Center for SafeSport. For more information, please visit www.safesport.org. It is the policy of USA Volleyball and the Regional Volleyball Associations that there shall be no form of harassment directed at any Participant by any coach, official, director, employee, Parent, volunteer, independent contractor, support staff or other Participant. Harassment in sport is repeated and / or severe conduct that causes fear, humiliation or annoyance, offends or degrades, creates a hostile environment, or reflects discriminatory bias in an attempt to establish dominance, superiority, or power over an individual athlete or group based on age, gender, sexual orientation, gender expression, gender identity, race, ethnicity, culture, religion, national origin, or mental or physical disability; or any act or conduct described as harassment under federal or state law. Whether conduct is harassing depends on the totality of the circumstances, including the nature, frequency, intensity, location, context and duration of the behavior.

Forms of Harassment may include, without limitation:

Discriminatory Harassment – Conduct with the design or effect of establishing dominance, superiority or power over an individual or group based on age, sex, race, color, ethnicity, culture, national origin, religion, sexual orientation, gender expression, gender identity, or mental or physical disability.

Stalking - Conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. Stalking generally involves a course of conduct which includes two or more acts, involving persistent and frequent unwanted in person contact, surveillance or unwanted telephone and / or other electronic contact.

Sexual Harassment – Conduct by a covered Adult toward an Athlete or other non-employee, non athlete, Participant that includes sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature; or is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.

While other team Participants may be the perpetrators of harassment or sexual harassment, it is a violation of this policy if any coach or other Responsible Adult knows or should know of the harassment or sexual harassment but takes no action to intervene on behalf of the targeted Participant(s).

It shall be a violation for any employee, volunteer, independent contractor or other Participant to harass a Participant(s) through conduct or communications of a sexual nature, or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation. USA Volleyball and the Regional Volleyball Associations shall investigate all indications, informal reports and formal grievances of harassment or sexual harassment by any employee, volunteer, independent contractor or other Participant and appropriate corrective action shall be taken. Corrective action includes taking all reasonable steps to end the harassment, to prevent harassment from recurring and to prevent

retaliation against anyone who reports harassment or sexual harassment or participates in a harassment investigation.

While other team Participants are often the perpetrators of harassment, including sexual harassment towards their teammates, it is a violation of this policy if a coach or other Responsible Adult participates, knows or should know of the harassment, including sexual harassment but takes no action to intervene on behalf of the targeted Participant(s).

It shall be a violation for any employee, volunteer, independent contractor or other Participant to harass a Participant(s) through conduct or communications of a sexual nature, or to retaliate against anyone that reports sexual harassment or participates in a harassment investigation. USA Volleyball and the Regional Volleyball Associations shall investigate all indications, informal reports and formal grievances of harassment or sexual harassment by any employee, volunteer, independent contractor or other Participant and appropriate corrective action shall be taken. Corrective action includes taking all reasonable steps to end the harassment, to prevent harassment from recurring and to prevent retaliation against anyone who reports harassment or sexual harassment or participates in a harassment investigation.

While other team Participants are often the perpetrators of harassment, including sexual harassment towards their teammates, it is a violation of this policy if a coach or other Responsible Adult participates, knows or should know of the harassment, including sexual harassment but takes no action to intervene on behalf of the targeted Participant(s).

To report instances of Harassment to include Sexual Harassment refer to your regional SafeSport contact, regional commissioner or at <https://www.teamusa.org/USA-Volleyball>. USAV will immediately forward complaints to the appropriate Region.

HAZING

USA Volleyball and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies as the U.S. Center for SafeSport. For more information, please visit www.safesport.org It is the policy of USA Volleyball and the Regional Volleyball Associations that there shall be no hazing of any Participant by any coach, official, director, employee, Parent, volunteer, independent contractor, support staff or other Participant.

Hazing is any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team or organization. Purported Consent by the person subject to the Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

Examples of Hazing include: Contact Acts - Tying, taping or otherwise physically restraining another person; beating, paddling or other forms of physical assault.

Non-Contact Acts – Requiring or forcing the consumption of alcohol, illegal drugs or other substances in an effort to elicit a negative physiological response, including participation in binge drinking and drinking games, personal servitude; requiring social actions (e.g., wearing inappropriate or provocative clothing) or public displays (e.g., public nudity) that are illegal or meant to draw ridicule; excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; sleep deprivation; otherwise unnecessary schedule disruptions; withholding of water and / or food; restrictions on personal hygiene. Sexualized acts – Actual or simulated Sexual Conduct of any nature. Hazing does not include club or team activities that are meant to establish normative team behaviors or promote team cohesion so long as such activities do not have reasonable potential to cause emotional or physical distress to any participant. Examples of activities that do not constitute hazing include directing or allowing younger player to pick up or fill water bottles or giving older players first preference to team assignments, responsibilities, accommodations, facilities or equipment.

While other team Participants are often the perpetrators of hazing towards their teammates, it is a violation of this policy if a coach or other Responsible Adult participates, knows or should know of the hazing but takes no action to intervene on behalf of the targeted Participant(s).

To report instances of Hazing, refer to your regional SafeSport contact, regional commissioner or USAV Volleyball at <https://www.teamusa.org/USA-Volleyball>. USAV will immediately forward complaints to the appropriate Region.

SOCIAL MEDIA AND ELECTRONIC COMMUNICATION POLICY

Communication involving minor Participants will be appropriate, productive and transparent, as part of USA Volleyball's emphasis on participant safety. The same is recommended for junior players, who are no longer minors.

Communication concerning travel, practice, competition schedules, administrative issues among coaches, administrators, players and their families is critical. However, the use of mobile devices, web-based applications, social media and other forms of electronic communication increases the possibility for improprieties, misunderstandings, and also provides potential offenders with unsupervised and potentially inappropriate access to participants. The improper use of mobile devices and electronic communication can result in misconduct.

Below are USA Volleyball Social Media and Electronic Communication Policy requirements.

Policy • USA Volleyball and the RVA's junior clubs are strongly recommended to implement a Social Media and Electronic Communications Policy. A model policy with additional suggested items is included in the Appendix to this handbook. If a club chooses not to, or is unable to, create a written Social Media and Electronic Communications Policy, the model policy will be the default policy for that club. • All

electronic communication between adult and player must be for the purpose of communicating information about team activities. • Adults, players and all team personnel must follow appropriate guidelines regarding the volume and time of day of any allowed electronic communication. • All content between adult and player must be readily available to share with the public or families of the adult or player. • If the player is under the age of 18, any email, text, social media or similar communication must also copy or include the player's parents. The same is recommended for junior players who are no longer minors.

Request to Discontinue All Electronic Communications Immediate compliance without repercussion must be granted following receipt of a written request by the player's parents that their child not be contacted by any form of electronic communication by coaches or other adults, their club, team, coaches and administrators.

TRAVEL POLICY

Athletes are most vulnerable to misconduct during travel, particularly overnight stays. This includes a high risk of misconduct. During travel, athletes are often away from their families and support networks, and the setting – new locker rooms, workout facilities, gyms, automobiles and hotel rooms – is less structured and less familiar.

Below are USA Volleyball Travel Policy requirements.

USA Volleyball junior clubs are strongly recommended to implement a Travel Policy. A model Travel Policy with additional suggested items is included in the Appendix to this handbook. If a club chooses not to, or is unable to, create a written Travel Policy, the model policy will be the default policy for that club.

Some travel involves only local travel to and from local practices and events while other travel involves overnight stays. Different policies shall apply to these types of travel.

Local Travel

- It is the responsibility of the parents to ensure the person transporting the minor player maintains the proper safety and legal requirements, including but not limited to: a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.
- The employees, coaches and/or volunteers of a club or one of its teams, who are also not acting as a parent, shall not drive alone with an unrelated minor. The same is recommended for junior players who are no longer minors.

Team Travel

- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor player (unless the coach is the parent or relative of the player).
- At no time, will only one adult be present in a room with minor players, regardless of gender.
- Individual meetings between a coach and a player may not occur in hotel sleeping rooms and must be held in public settings.

- The team will make every effort to accommodate reasonable parental requests when a child is away from home without a parent.
- No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their coaching and/or chaperoning duties.
- Prior to any travel, the club and/or coaches will endeavor to make players and parents aware of all expectations and rules.
- If disciplinary action against a player is required while the player is traveling without his/her parents, then except where immediate action is necessary, parents will be notified before any action is taken, or immediately after.

To see the full handbook please reference the SAFESPORT link on www.libertyelitevolleyball.com.