



Parent Player Handbook

Mission Statement

Pinellas Heat Elite will strive to foster the growth of superior volleyball players whose aspirations are to reach a skill level of elite performance. To accomplish this goal, the Directors and Staff are committed to the following: developing young athletes through high quality instruction by certified coaches; exposing young athletes to high level competition; creating an environment that is fun and fulfilling; and facilitating opportunities for future successes.

In following this mission statement, Pinellas Heat Elite, entering our twenty-fifth season, has proven to be a premier club in the state of Florida. All our coaches are IMPACT certified, SafeSport certified, and background screened. Several coaches are CAP 1 certified. We have had 10 athletes earn AAU All-American/Team honors, 5 Junior Olympic All-Tournament Team, 8 coaches have been recognized as Outstanding Coaches, Terry & Barb were named Outstanding Club Directors by the Florida Region twice, and in 2019, Terry & Barb were inducted into the Florida Region Hall of Fame. In addition, every athlete that has wanted to continue playing volleyball in college has received a volleyball scholarship. In the summer of 2017, we added Heat Beach, and offer Heat Beach at 2 locations, for North Pinellas County and mid-Pinellas County. We are excited as we look forward to more success in 2024 and hope that you choose to come with us on this journey!

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www.heatvolleyball.com

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727-447-4753

I. Directors & Staff

Head Coach & Director **Terry Small** has been the varsity volleyball coach at East Lake High School since 1996. During his tenure he has compiled a 360-130 record, won 6 District Championships, 3 Regional Championships, 3 Final Four appearances, including the 2002 Class 5A State Runner-Up and the 2010 Class 5A State Championship. Terry was the 2001, 2002 and 2010 Pinellas County Coach of the Year. His players have earned numerous awards including County Player of the Year, All-County, All-Conference, All-State, and numerous All-Tournament teams. His players have gone on to play Division I, Division II, and also Junior College volleyball. Every player that he has coached that has wanted a scholarship has received one. In club he has coached 3 AAU All-Americans and been named Outstanding Male Coach for the Florida Region and is CAP 1 certified. In the past, Terry has been a coach for the USAV Florida Region's High Performance Team Florida, training the most elite players in the state of Florida. In 2009, Terry's 15 Elite team won the 15 Club division at The Big South National Qualifier, earning a National bid to JO's and finished 6th in 15 Open at The Northeast National Qualifier, earning Heat's 1st Open Bid to JO's. In 2011, Terry's 17 Elite team won the 17 National division at The Northeast National Qualifier, earning a bid to the Junior National Championships. In 2013 Terry's 16 Elite team earned an American Bid at the Florida Regional Qualifier where they went on to compete in the Junior National Championships in Dallas, Texas.

Director **Barb Small** has assisted Terry in every aspect of running the club since its inception in 1999. Her duties are basically to know everything and do anything at a moment's notice. Barb coached the Junior Varsity team at East Lake for several years and has also worked as an assistant coach with the Florida Region's High Performance Team Florida. She is also CAP 1 certified. Terry & Barb's son Tyler, is a Rescue Swimmer in the United States Coast Guard.

Our core of coaches (including some exciting newcomers): **Bryan Avergonzado (ELHS), Pamm Barnaky, Laura Barr, Emily Bell, Cristina Buckley, Amy Clark (LHS), Allie Dublino, Tori Dublino, Scott Fellers, Megan Ferro, Jessie Flowers (Tarpon HS), Kelly Flowers, Kim Foster (IRCS), Mark Foster (IRCS), Fran Freyer (Cside), Kent Golden (Tarpon HS), Courtney Gornik, Tessa Heitmeier (SHMS), Tomas Kopczynski, Kim Mason, Liz McDuffey (ELHS), Hollie Miller, Maya Mullally, MaKenzie Powers, Tanya Procknow, Kelleigh Purtill, Carmen Ramicone, Anya Reinhard, Augusto Araujo Silva, Casey Slater, Barb Small, Terry Small, Patrick Sneed, Colin Taufer (Delfi), Louella Taufer, Nicole Temperton, Tien Tran, Taylor Whaley (Cside), Cat Wegner, Kassy Will, and Katie Will.** We know that you will agree that we have the finest group of coaches in the area, and all our coaches come highly recommended from quality programs.

WHO TO CONTACT:

For general program information:	Terry Small TerrySmall999@gmail.com	
For tournament info & hotel info:	Barb Small BarbSmall998@gmail.com	
For account information & private lessons:	Kim Foster phevolleyball@gmail.com	727-742-8874
For apparel questions & summer clinics:	Kelleigh Purtill heattryouts@gmail.com	727-410-5694
For Heat Beach North & Social Media:	Bryan Avergonzado bavergonzado@gmail.com	727-509-9847
For Heat Beach South:	Mark Foster vbfoster11@yahoo.com	727-418-8874
Other contact information:	fax Website:	727-447-4753 www.heatvolleyball.com

II. Tryouts

All athletes are invited to try out for Heat Volleyball. Some athletes have extensive playing experience while others do not. Athletes will get their measurements taken (height, vertical, etc.); then they are evaluated for skill execution as well as athletic capabilities and potential. We select athletes for teams based on the following criteria (in no particular order): Athletic ability for volleyball, athletic potential, work ethic, drive, willingness to be coached, competitive attitude, and skill ability.

Players should never assume that because they were on a team previously that they will automatically be on that team again. Every athlete is evaluated each year and needs to come to tryouts ready to compete. We select athletes who show the ability or potential to help our teams compete successfully in our Florida region as well as nationally. Each team will not just have 6 starters and then the "subs"; it is our plan to have athletes competing for positions on their team constantly. On some teams, this may mean 1 person can fulfill several positions, but the overall purpose is to have players on each team working their hardest and competing amicably for their position.

The number of teams and players are limited to gym space and coaching staff. Notification of team selection will be communicated via email within a timely manner.

The \$50 tryout clinic fee must be submitted before the beginning of the first tryout. Tryout fees are **NON-REFUNDABLE** and not applicable to club dues. Previous families with a credit balance in their account may use the credit to offset the tryout clinic fee. Consequently, families with an account balance for previous programs will not be permitted to tryout or participate in the 2024 club season until their accounts are paid in full.

Tryouts will be held at **The Long Center on August 5th**. Players will be placed on teams according to the evaluations during tryouts by the directors and coaches. Individual drills will be followed with a clinic format of game-like play. We do everything in our power not to cut players 14 and younger; our tryouts are used for team placement. Registration is 30 minutes before each tryout.

Saturday, August 5th, 2024
at **The Long Center**
8:30-10:00 am (11's/12's)
10:00-11:30 am (13's)
11:30-1:00 pm (14's)
1:30-3:00 pm (15's)
3:00-4:30 pm (16's/17's/18's)

It is not unusual to have more than 1 team in a particular age division. The need for such will become apparent at tryouts. We strive to keep all rosters at 10 players. The placement and number of players on a team is the decision of the club. Occasionally we may move an athlete from one team to another. Movement is at the sole discretion of the Directors. We will not move an athlete from or to another team without first discussing the move with the player and parents.

Friday Night Training

For those that are not interested in participating in the above-mentioned programs or for those that do not want the demands of a full club season, go to www.heatvolleyball.com for additional programs and details. The cost is \$20 and is on the 1st and 3rd Friday night of each month from 5:30-7:00 pm, except holidays.

III. Club Dues & Other Fees

Each team's dues differ, depending primarily on the amount of travel a team has. Club dues cover the following: practice facility fees, coaching fees, registration fees, equipment fees, administrative expenses, all tournament entry fees; and coach hotels. Club dues normally do not cover uniforms because those are an as needed item. Club dues do not include food at tournaments or airfare and ground transportation when traveling out of state; club dues do not include the additional expenses of teams that qualify for the Girl's Junior National Championships. This will take place April 26-28 in Baltimore, Maryland for 18's. This will take place June 21-24 in Dallas, Texas for 12's-13's. This will take place July 3-11 in Las Vegas, Nevada for 14's-17's. (Teams may qualify by winning a National Qualifier or the Florida Regional Qualifier).

Please see the Uniform Order Form for uniform requirements. Uniforms need to be ordered as soon as possible to ensure delivery by our first tournament.

Travel... Costs for airfare, ground transportation, transportation, etc. for out-of-state tournaments will be calculated as we get closer to a tournament; the payment for both will be due several weeks before the tournament. It is expected if a player commits to a team, that they are committing to EVERY tournament, as well. A team that has to travel out of state minus 1 player would definitely suffer; if a player cannot commit to all tournaments, they need to re-think their decision to play club volleyball. If an athlete quits mid-season, or is asked to leave mid-season because they are not showing the commitment that the club expects by going to practices and tournaments, the athlete will not be reimbursed ANY club dues.

An athlete that is unable to complete the season due to illness or injury will have their club dues pro-rated and the remaining funds will go towards the following year.

All payments for club dues, travel, or other items can be made automatically each month using a credit card or in person at The Athletic House front desk Monday-Friday from 9 AM-5:00 PM. Payments can also be MAILED to:

Pinellas Heat Elite Volleyball
1490 N. Belcher Rd, Suite E
Clearwater, FL 33765

Please do NOT ask coaches or directors to accept hand delivered payments for anything. We also have a drop box at The Athletic House. We have had problems in the past with lost checks. The best way to avoid this is for you to pay automatically each month with your credit card, send all payments through the mail, pay in person at Athletic House, or place in the drop box.

PLEASE NOTE: All families are expected to pay their ENTIRE club costs for the season (even if they quit before the end of the season). Our bills are paid in advance. Our budget does not change if even one player quits. An athlete that is unable to complete the season due to illness or injury will have their club dues pro-rated and the remaining funds will go towards next year.

IV. The Multi-Sport Athlete

A number of players in the Club are multi-sport athletes who compete in 2 sports at one time. Although we do not discourage athletes from participating in another sport during our season, it is important to be aware of the physical demands and the time commitments required of these athletes. Safe participation is of primary concern. Overuse injuries are much more common among athletes who participate in more than one sport at a time. We do believe in cross-training; however, every athlete needs to be aware of her limitations in order to stay strong and injury free. If an athlete participates in another **non-school related** sport, we expect her to make Pinellas Heat Elite Volleyball a priority when there is a conflict between the two sports. This means we expect the athlete to attend all of Heat's practices, unless there is a scheduled competition for the other sport at the same time as Heat's practice. If a game for a **school related** sport conflicts with a Heat practice, the athlete will be excused from the Heat practice, provided the coach is informed in advance. If a Pinellas Heat Elite competition conflicts with any other sport competition, the coach and the athlete will decide, on a case-by-case basis, which event takes priority. The entire team will be affected greatly if anyone is not able to attend a practice or tournament.

V. Team Parents

It is recommended that each team have a Team Parent for the duration of the season - they can be either a father or a mother. Responsibilities can include the following: serve as the primary contact for team communicating between parents and coaches, coordinate and provide rides for players to and during tournaments, coordinate collection of food and water money, and coordinate tournament snacks and meals.

When traveling, it is the responsibility of the Team Parent and the Coach to **INSIST** that the players get their needed rest. Please do not allow the "sleep over" atmosphere which prevents the girls from getting their sleep - it definitely affects their performance! **Note: Due to parent feedback, all teams will continue to stay with their parents at the team hotel, and not as a team. Many parents felt this was an additional expense that was not needed.**

VI. Team Practices

Team Practices begin the week of November 7th. Practice schedules will be posted at www.heatvolleyball.com with each roster. We have 2 main practice sites this year; The Long Center and Morningside Recreation Complex, along with the following alternate practice sites; First Lutheran School, and Delphi Academy. To ensure that practices at The Long Center are not disrupted in any way, parents must remain upstairs during practices. Coaching suggestions made from spectators will not be welcome. The coaches have the authority to ask anyone to leave who is disruptive to the progress of the practice session.

We also offer **Private and Group Training**. The costs of these trainings are posted at www.heatvolleyball.com under the "Private Volleyball Training" link.

Scheduled practice time is **start time**. We expect players to arrive early enough to be dressed and completely ready for practice before your practice is scheduled to begin.

Cell phones should be turned OFF during practice.

Volleyball shoes should be carried into the practice; and only worn for practice. This is to assure that the shoes last longer and our practice surfaces remain clean.

All athletes will be required to wear Heat Volleyball practice gear to practice **ONLY**. This gear consists of your **black** Heat Volleyball t-shirt and any colored spandex or other athletic shorts.

All athletes are expected to attend every practice. Regardless of the reason, if an athlete misses an excessive number of practices, his/her playing time may decrease.

If an athlete is late arriving to practice, he/she must change into his/her practice gear, report to his/her coach and explain why he/she is late. The coach, at his/her sole discretion, will determine if any corrective action needs to be taken.

If an athlete cannot be at practice, the athlete must call the coach. It is the athlete's responsibility (not the parent's) to reach the coach before practice starts. **Please note: The club cell phone will not accept messages to be delivered to coaches.** The athlete must contact the coach directly.

Injured athletes who can attend school are expected to attend practice; even if they cannot physically participate in practice, to support their team, and receive instruction and information from their coach and be available to help as needed.

Athletes are encouraged to bring water in an unbreakable container to practices. No glass containers are allowed in the gym.

No food, drinks or chewing gum are allowed in any practice facility or tournament facility (except for plastic water bottles). The team may be penalized if parents or supporters disobey this rule, as well. All players must make sure facilities are cleaned up after practices and/or when leaving their court at the tournament facility.

VII. Tournaments

Please refer to the rule in bold above regarding food. The Florida Region rules allow a tournament director to penalize teams if parents and/or supporters ignore this rule. Team food and drinks can be kept in the lobby or outside the playing venue.

Proper demeanor is expected of all members of the Club (athletes, parents and supporters) at all times. This includes treating members of the officiating crew with respect.

Because image is very important to us, we ask that, when traveling as a team and entering playing sites, all girls are dressed the same. This means that everyone is in the same shirt, or jacket, etc.; no one person should deviate from this.

Uniforms must be kept clean, especially kneepads, socks and shoes.

All players must make sure facilities are cleaned up after practices and/or when leaving their court at the tournament facility.

Transportation for the team to and from in-state tournaments will be provided by parents; Team Parents will coordinate this. Teams will be asked to support other teams in our Club during tournaments. When time permits, teams should sit together and cheer in support of our other teams that are playing.

All athletes are expected to demonstrate their commitment to their teammates by attending every tournament. If an athlete cannot be at a tournament, he/she must inform the coach in writing as soon as she knows she will be absent.

VIII. Officiating Duties

Officiating is the shared responsibility of the team. All athletes are required to help with line judging, score keeping, score flipping and officiating. Except in cases of true emergency, athletes on a team may not leave a tournament before the team's assignment is completed and they have been excused by their coach.

All of Heat's athletes will be required to complete the Official's Clinic as required by the USAV; more information will follow. Athletes are responsible for passing all requirements to become Certified Officials (R1 & R2) and Certified Scorekeepers. Parents are also welcome to complete this as well. Note: Parents may not step on the volleyball court during tournaments unless they are a registered member of the Florida Region. We encourage parents to register so that they can assist with "shagging" balls at tournaments, as well as complete our Official's Clinic to assist the coaches when officiating at tournaments.

IX. General Conduct & Expectations

Our players are ambassadors of Pinellas Heat Elite. We know that we have made a good reputation for ourselves and expect the continuance of such. We expect all players to display excellent sportsmanship and behavior both on and off the court. Players are to treat their teammates, coaches, parents & competitors with respect at all times. No foul language will be allowed.

An athlete whose account becomes delinquent during the current season may be denied the privilege of playing in a tournament and/or asked to sit out a practice until the account is paid or arrangements are made with the Account Manager.

Pinellas Heat Elite has the philosophy that playing time for all athletes is determined by the performance of the athlete, and is left to the discretion of the Head Coach.

We are committed to helping our players find playing opportunities at the college level. We provide players with many ideas and means to get noticed by college coaches. We spend a great deal of time on the phone and via email talking to coaches on our players' behalf; and, of course, we provide a training environment that prepares our players for their next level! Parents can help their high school age athlete by assisting them in emailing college coaches of schools they may be interested in. Include a copy of the team's tournament schedule inviting the coach to see her play. Note: When recruiting players, college coaches are not concerned with the score of the game or even the success of the team as much as how the athlete performs and responds during competition, and especially, adversity.

Conduct... We want all players to have a fun, enjoyable and safe volleyball experience. However, we will be traveling in large groups and it will be necessary for the players to conduct themselves in a mature and responsible manner (no excessive yelling, running, etc.) Note: Please remind your children to tip appropriately when eating in restaurants.

Any display of poor sportsmanship or misconduct will be dealt with swiftly. The club directors reserve the right to accelerate the penalty level as necessary.

Parents will be contacted and requested to take their daughter home in the event of serious misconduct at their own expense.

PENALTIES FOR NON-COMPLIANCE OF CLUB GUIDELINES:

1st offense - Suspension from the next game or practice.

2nd offense - Suspension from the next day of competition or week of practice.

3rd offense - Dismissal from the club.

When players are walking around they need to be in groups of three.

If you commit to giving a player a ride, and then are unable to do so, please notify them as far in advance as possible.

In the event of an emergency, Barb always has the club cell phone, 727-418-6171, with her so that you may reach your daughter.

Food choices while playing... What and when players eat and drink has a huge impact on how they play. The following foods are recommended for athletes:

- Grains: cereals, popcorn, breads, rice, some crackers, pasta
- Legumes: beans, peas, lentils
- Vegetables: carrots, potatoes, spinach, corn, dark green leafy varieties, tomatoes, squash, etc.
- Fruits: bananas, apples, oranges, peaches, plums, grapes, tangerines, melons, prunes, strawberries, raisins, etc.
- Tuna fish (in water)
- Poultry (not fried) in small portions
- Milk products: skimmed or 2 percent milk, yogurt, etc.
- Lots of water and some sports drinks, although watch for those that are too high in sugar

When traveling, try packing a cooler with fruits (strawberries, bananas, apples, oranges, peaches, plums), vegetables (carrots, celery, tomatoes, tomato juice). Try dried fruits, such as apricots, banana chips, raisins, dates, dried apple or pineapple). Try canned fruits, such as peaches, pears, applesauce or pineapple or V-8 juice. Try grains, such as bagels, pretzels, popcorn (no butter), crackers (Saltines, Ritz, Graham), vanilla wafers, rice cakes, animal crackers, granola bars, Pop-Tarts and dried cereal. Other suggestions include cheese sticks, yogurt, chocolate milk, pop-top cans of tuna, peanut butter sandwiches, Fig Newtons, peanuts or other nuts, packets of cheese and crackers.

For breakfast, athletes should choose pancakes, cereals, waffles, French toast, bagels, muffins, toast, fruit, juices, yogurt and low fat or fat free milk. Skip the bacon, sausage, and whole milk. For lunch and dinner choose sandwiches, salads, juices, pasta, bananas, baked potatoes, lean meats, soup, chili, skim milk and yogurt. Skip the French fries, milk shakes, candy bars, potato chips, bacon, and fried meats.

X. Travel

Travel will be a standard aspect of our competitive season and Pinellas Heat Elite has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of misconduct. Adherence to these travel guidelines will increase athlete safety and improve the competitive experience while keeping travel a fun and enjoyable experience. For local travel, athletes or their parents/guardians (for minor athletes) are responsible for making all travel arrangements. In these instances, it is the responsibility of the athlete or their parents/guardians (for minor athletes) to ensure the person transporting the athlete maintains all safety and legal requirements, including, but not limited to, a valid driver's license, proper insurance, well maintained vehicle, and compliance with all state laws.

In an effort to minimize one-on-one interactions, Pinellas Heat Elite staff members, coaches and/or volunteers, who are not also acting as a parent, should not drive alone with an unrelated athlete and should only drive with at least two other athletes or another adult at all times, unless otherwise agreed to in writing by the athlete's parent or guardian in advance of travel. In any case where a staff member and/or volunteer is involved in the athlete's local travel, a parental release is required in advance. Efforts must be made to ensure that staff and/or volunteers are not alone with an athlete or participant, by, e.g., picking the athletes up in groups.

Players are not allowed in coaches' rooms at any time unless another coach or parent is present.

Coaches, staff members and volunteers who are also an athlete's guardian may provide shared transportation for any athlete(s). We encourage guardians to pick up their athlete first and drop off their athlete last in any shared or carpool travel arrangement. We also recommend completing a shared travel declaration form signed by the parents/guardians of any minor athlete who is being transported as part of such a carpool arrangement.

All parents will be provided with directions and hotel information for each tournament. Typically, coaches will not have the exact tournament details (playing times, sites, etc.) until the Wednesday before the tournament. The coaches will contact their parents to let them know this info, so that the team may plan when they are waking, eating, etc.

When traveling out of the Tampa Bay area, the teams will usually arrive the evening prior to the tournament start (especially if the team is scheduled to play at 8 AM).

Chaperones accompany team travel to ensure that the athletes, coaches, staff, and volunteers adhere to the Pinellas Heat Elite's policy guidelines. While these include the travel policy, it also includes all other relevant policies contained in Pinellas Heat Elite's Participant Safety Handbook. If a chaperone has not undergone a criminal background check and Pinellas Heat Elite's awareness training, the chaperone will not be permitted to have any one-on-one interactions with athletes or other youth participants. If a chaperone has undergone a criminal background check and awareness training, he or she may have appropriate one-on-one interactions as outlined in Pinellas Heat Elite's Participant Safety Handbook. If a chaperone will be operating a private car for team travel, a copy of the chaperone's valid driver's license is required.

XI. Grievance Procedure

Knowing when to communicate and how to communicate with your athlete's coach is a concern for almost every parent at some point. Most often the concern is how to inquire about issues surrounding playing time.

At **Pinellas Heat Elite** we encourage the athlete to talk with their coach when they have a problem about playing time or if they are unclear about what the coach expects from them either in practice or in competition. The appropriate attitude is for the athlete to ask the coach what they need to do to get more **opportunities** to play in matches. Parents can best help their athlete by helping them set some goals to achieve more opportunities.

When parents have a problem that is specific to their own athlete, we encourage them to first talk to the coach. Coaches will not discuss "coaching decisions". "Coaching decisions" include, specific match decisions, (who played when, who was subbed out and when etc.) The amount of time any given athlete is on the court is a result of a complex determination; *in that coach's opinion*, of the athlete's ability, the athlete's potential, the team's needs at the moment, and the team's needs in the future.

The coach will not be required to defend his/her thought process or conclusions in these determinations, and it is improper for a parent to request that. In addition, we instruct coaches not to discuss any athletes other than the parent's own, or the actions of any other Heat Volleyball coach. 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 Directors. Please note again that "coaching decisions" are not legitimate concerns.

Specifically, the procedures to follow if you as a parent, or your athlete as a member of a Heat Volleyball team, have concerns about Pinellas Heat Elite policies or actions are, in this order:

1. The athlete should speak to or meet with the coach about the matter. If the matter is not resolved,
2. The parent should speak to or meet with the coach and/or the Age Development Coach. (Call the coach on the phone to set up a meeting, at a time and location other than a tournament.) If a parent approaches a coach during a tournament, we have instructed the coach to refuse to discuss any controversial matter, to refer the parent to Terry Small, and to walk away from the parent. If the matter is still not resolved,
3. The Coach may arrange a meeting with the parent and Terry Small. In certain situations, the athlete may be asked to attend. Meetings should be previously arranged, not at a tournament, but rather before or after a practice.

Other general policies regarding grievances are:

Pinellas Heat Elite will not tolerate hostile, aggressive confrontations between a parent and any official, a parent and any coach, a parent and any athlete, or a parent and any other parent, whether the coach, athlete or parent is a member of Pinellas Heat Elite or not. Violation of this policy may result in the athlete being dismissed from Pinellas Heat Elite. In such case, no refunds and no player releases will be signed.

It is inappropriate for an athlete or parent to approach other Pinellas Heat Elite members about a problem the athlete or parent is having with another Heat Volleyball coach, about objections to coaching decisions, or about a disagreement with an administrative decision. Asking uninvolved parties to take sides in an issue is unfair to the third party and to the Club. For the psychological health of the teams and the club as a whole, grievances need to be handled between the parties involved and the decision makers in the situation.

Any member who is approached and asked to listen to or express an opinion about matter a between two other parties in the Club is strongly encouraged to refer the Complaining party to take the matter up with either the coach in question, the Head Coach and/or the Directors. Any member who, as a third party, hears remarks or stories about Pinellas Heat Elite, its employees or it policies, that cause the member to be concerned is encouraged to call the Head Coach and/or the Directors immediately to determine the facts.

XII. Refund Policy

Pinellas Heat Elite does not offer any refunds for club volleyball athletes since the loss of an athlete cannot be easily replaced once all club athletes have committed to their team. Therefore, Heat defines the start of the season as the team's first practice/training and not the team's first tournament. Should an athlete become injured and not be available to continue her season, Heat will not pursue the remainder of any amounts due. Any request for waiving of fees due to injury must be made in writing to: Pinellas Heat Elite, 1490 Belcher Rd, N, Suite E, Clearwater, FL 33765. Players will also not be released to play for any other Club or team before all outstanding balances are paid in full.

XIII. Club Release & Transfer Policy

If an athlete/family decides to depart Pinellas Heat during the respective season, the following steps must take place:

Release Policy: The athlete/family in question must submit a written request for release to the Club Director, Terry Small, (tsmall999@gmail.com) and to the Florida Region (at registrar@FloridaVolleyball.org) stating the reason for the request.

- a. Pinellas Heat will release the athlete immediately once the following item(s) have been completed:
- b. Athlete returns all club gear provided to athlete this season.
- c. Member must remit all financial obligations agreed upon contractually. Payment Option - Member pays full cost of season.
- d. **Transfer Policy:** There are no transfers allowed in the Florida Region without extenuating circumstances. A player can represent only one club during the Season. A change in geographical location of the family due to a change in job, military, scholastic or inner-collegiate status may receive special consideration. No player may participate in different Qualifying events with different clubs/teams. Proof of residency must be provided by the family at the time of the release/transfer request.
- e. Once an athlete has participated in a **National Qualifier Event (Regional or NQ)** they may not be released for the rest of the season to another club. Please refer to the USA Volleyball (USAV) policy on releases on athletes that participate in regional or national qualifying/bid events. Please refer to the Girls' Junior National Qualifier/Spring Championships/Championships Manual.

Parent Name (Print)

Parent Signature

Date

XIV. MINOR ATHLETE ABUSE PREVENTION POLICIES

Minor Athlete Abuse Prevention Policies (MAAP)

Covered Organizations/LAOs are required to implement the following athlete abuse prevention policies to satisfy these requirements, USA Volleyball provides these policies to USAV member clubs. Clubs may choose to implement stricter standards.

Required Policies: a. One-on-one interactions b. Meetings and training sessions c. Athletic training modalities, massages, and rubdowns d. Locker rooms and changing areas e. Electronic communications f. Transportation

g. Lodging

REQUIRED POLICIES FOR ONE-ON-ONE INTERACTIONS

The U.S. Center for SafeSport recognizes that youth-adult relationships can be healthy and valuable for development. Policies on one-on-one interactions protect children while allowing for these beneficial relationships. As child sexual abuse is often perpetrated in isolated, one-on-one situations, it is critical that organizations limit such interactions between youth and adults and implement programs that reduce the risk of sexual abuse.

ONE-ON-ONE INTERACTIONS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following one-on-one policy

A. Mandatory Components

1. Observable and Interruptible

f. All one-on-one In-Program Contact between an Adult Participant and a Minor Athlete must be observable and interruptible, except in emergency circumstances.

g. The exceptions below may apply to specific policies, and if the exceptions apply, they are listed in the policy. These exceptions also apply to all one-on-one In- Program Contact not specifically addressed in other policies:

When a Dual Relationship exists; or

When the Close-in-Age Exception applies; or

If a Minor Athlete needs an Adult Participant Personal Care Assistant, and:

(1) the Minor Athlete's parent/guardian has provided written consent to

USA Volleyball, the Region or Club for the Adult Participant Personal

Care Assistant to work with the Minor Athlete; and

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U.S. Center for SafeSport: 2022 Minor Athlete Abuse Prevention Policies

iv.

1. (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and

2. (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy; or

In other circumstances specifically addressed in this policy that allow for certain one-on-one interactions if USA Volleyball, the Region or Club receives parent/ guardian consent.

MEETINGS AND TRAINING SESSIONS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Meetings and Training Sessions Policy

A. Mandatory Components

- . Observable and Interruptible Adult Participants must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athlete(s) are present.
- . Individual Training Sessions

One-on-one, In-Program, individual training sessions must be observable and interruptible except if:

A Dual Relationship exists; or

The Close-in-Age Exception applies; or

A Minor Athlete needs an Adult Participant Personal Care Assistant, and:

- (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
- (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
- (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

The Adult Participant providing the individual training session must receive advance, written consent from the Minor Athlete's parent/guardian at least annually, which can be withdrawn at any time; and

Parents/guardians must be allowed to observe the individual training session.

- . Meetings with licensed mental health care professionals and health care providers (other than athletic trainers³) If a licensed mental health care professional or licensed health care provider meets one-on-one with a Minor Athlete at a sanctioned event or a facility, which is partially or fully under USA Volleyball's jurisdiction, the meeting must be observable and interruptible except:

If the door remains unlocked; and

Another adult is present at the facility and notified that a meeting is occurring, although the Minor Athlete's identity needs not be disclosed; and

³ Athletic trainers who are covered under these policies must follow the "Athletic Training Modalities, Massages,

with a Minor Athlete; and d. The provider obtains consent consistent with applicable laws and ethical standards,

which can be withdrawn at any time.

B. USA Volleyball Recommended Requirements

- . **Monitoring** If a permitted meeting or training session takes place between an Adult Participant(s) and a Minor Athlete(s) at a facility partially or fully under USA Volleyball's jurisdiction, another Adult Participant will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the meeting or training session is occurring, knowing the approximate planned duration of the meeting or training session, and dropping in on the meeting or training session.
- . **Parent Training** Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

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ATHLETIC TRAINING MODALITIES, MESSAGES, AND RUBDOWNS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Athletic Training Modalities, Messages, and Rubdown policy

A. Mandatory Components

1. Athletic training modality, massage, or rubdown All In-Program athletic training modalities, massages, or rubdowns of a Minor Athlete must:

- a. Be observable and interruptible; and
- b. Have another Adult Participant physically present for the athletic training modality, massage, or rubdown; and
- c. Have documented consent as explained in subsection (2) below; and
- d. Be performed with the Minor Athlete fully or partially clothed, ensuring that the breasts, buttocks, groin, or genitals are always covered; and
- e. Allow parents/guardians in the room as an observer, except for competition or training venues that limit credentialing.
- f. The provider must narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

2. Consent

- a. Providers of athletic training modalities, massages, and rubdowns or USAV, RVAs or Clubs, when applicable, must obtain consent at least annually from Minor Athletes' parents/guardians before providing any athletic training modalities, massages, or rubdowns.
- b. When possible, techniques should be used to reduce physical touch of the Minor Athlete.
- c. Only licensed providers can administer a massage, rubdown or athletic training modality.
- d. Coaches, regardless of whether they are licensed massage therapists, cannot massage Minor Athletes
- e. Minor Athletes or their parents/guardians can withdraw consent at any time.

B. Recommended components

1. Parent Training Parents/guardians receive the U.S. Center for SafeSport education and training on child

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abuse prevention before providing consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.

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LOCKER ROOMS AND CHANGING AREAS

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Locker Rooms and Changing Areas policy

A. Mandatory Components

1. **Observable and Interruptible** Adult Participants must ensure that all one-on-one In-Program Contact with Minor Athlete(s) in a locker room, changing area, or similar space where Minor Athlete(s) are present is observable and interruptible, except if:

- a. A Dual Relationship exists; or
- b. The Close-in-Age Exception applies; or
- c. A Minor Athlete needs a Personal Care Assistant and:
 - i. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or the Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - ii. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - iii. the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.

2. **Conduct in Locker Rooms, Changing Areas, and Similar Spaces**

- a. No Adult Participant or Minor Athlete can use the photographic or recording capabilities of any device in locker rooms, changing areas, or any other area designated as a place for changing clothes or undressing.
- b. Adult Participants must not change clothes or behave in a manner that intentionally or recklessly exposes their breasts, buttocks, groins, or genitals to a Minor Athlete.
- c. Adult Participants must not shower with Minor Athletes unless:
 - i. The Adult Participant meets the Close-in-Age Exception; or
 - ii. The shower is part of a pre- or post-activity rinse while wearing swimwear.
- d. Parents/guardians may request in writing that their Minor Athlete(s) not change or shower with Adult Participant(s) during In-Program Contact. USA Volleyball and the Adult Participant(s) must abide by this request.

3. **Media and Championship Celebrations in Locker Rooms** USA Volleyball may permit recording or photography in locker rooms for the purpose of highlighting a sport or athletic accomplishment if: 19

- i. Parent/legal guardian consent has been obtained; and
 - ii. USA Volleyball, the Region or Club approves the specific instance of recording or photography; and
 - iii. Two or more Adult Participants are present; and
 - iv. Everyone is fully clothed.
4. **Personal Care Assistants** Adult Participant Personal Care Assistants are permitted to be with and assist Minor Athlete(s) in locker rooms, changing areas, and similar spaces where other Minor Athletes are present, if they meet the requirements in subsection (1)(a)(iii) above.
5. **Availability and Monitoring of Locker Rooms, Changing Areas, and Similar Spaces**
- a. USA Volleyball, the Region or Club must provide a private or semi-private place for Minor Athletes that need to change clothes or undress at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.
 - b. USA Volleyball the Region or Club must monitor the use of locker rooms, changing areas, and similar spaces to ensure compliance with these policies at sanctioned events or facilities partially or fully under USA Volleyball's jurisdiction.

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ELECTRONIC COMMUNICATIONS⁴

USA Volleyball, RVAs and USAV member clubs, as well as all Adult Participants, shall comply with the following Electronic Communications policy

A. Mandatory Components

1. Open and Transparent

- a. All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:
 - i. When a Dual Relationship exists; or
 - ii. When the Close-in-Age Exception applies; or
 - iii. If a Minor Athlete needs a Personal Care Assistant and:
 - . (1) the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
 - . (2) the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
 - . (3) the Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant. • If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.

- c. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.
- 2. Team Communication When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.
- 3. Content All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.
- ⁴ Electronic communications include, but are not limited to: phone calls, videoconferencing, video coaching, texting, and social media.

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