ENVY
Volleyball Club

Parent/Player Handbook
2016-2017 Season

Version 2016.Vol .1
November 2016
Table of Contents

1. OUR VISION .........................................................................................................................3

2. PRINCIPLES ..........................................................................................................................4

3. ATHLETES - RESPONSIBILITIES ...................................................................................... 5

4. PARENTS - RESPONSIBILITIES ......................................................................................... 5

5. COACHES - RESPONSIBILITIES ...................................................................................... 5
   5.1. EQUIPMENT ..................................................................................................................6

6. CLUB DIRECTORS - RESPONSIBILITIES ................................................................. 6

7. NOW THAT YOU ARE INVOLVED, WELCOME ......................................................... 6
   7.1. TEAM EFFORT ............................................................................................................7
   7.2. MEALS, SNACKS AND WATER ...............................................................................7
   7.3. TAKING CARE OF FACILITIES .............................................................................7,8

8. CLUB POLICIES ..................................................................................................................8
   8.1. PAYMENT OF REGISTRATION FEES .................................................................8
   8.2. TEAM FUNDRAISING AND SPONSORSHIP ......................................................8
   8.3 WEB SITE .................................................................................................................9
   8.4. CLUB OFFICE .........................................................................................................9
   8.5. INTERNET SAFETY ..............................................................................................9
   8.5.1. PHOTO/WEBSITE COMMENTS .....................................................................10
   8.7. CLOTHING .............................................................................................................10

9. CALENDAR OF EVENTS ....................................................................................................11
   9.1. NERVA TOURNAMENTS .......................................................................................11

10. ISSUES AND CONCERNS ..............................................................................................11
    10.1. PRACTICE RULES ...............................................................................................11
    10.2. TOURNAMENT RULES .....................................................................................12
    10.3. OFFICIATING .......................................................................................................12
    10.4. PLAYING TIME ....................................................................................................12
    10.5. OFF-COURT ISSUES/TRAVEL POLICY ...........................................................12,13,14
    10.6. REFUNDS ...........................................................................................................15
    10.7. WEATHER AND CANCELLATIONS ....................................................................15

11 WHEN DEALING WITH PLAYER CONCERNS ............................................................16
    11.1. PLAYER EXPECTATIONS ......................................................................................16
    11.2. PARENT INVOLVEMENT ....................................................................................16
    11.3. PRIVACY/GOSSIP ...............................................................................................16

12. APPENDIX A - CONSTITUTION AND BY-LAWS ....................................................17,18
13. APPENDIX B – ATHLETE CODE OF CONDUCT .......................................................19
14. APPENDIX C – PARENT CODE OF CONDUCT ........................................................20
1. Our Vision

For an organization to be effective, it must have a clear vision. This vision guides the day-to-day operations of the ENVY Volleyball Club, but more importantly, it defines our vision for our athletes.

The objectives of our club are:

1. To maintain a competitive and recognized club:
   • To identify, attract, develop and promote athletes.
   • To involve our athletes in the support of our programs that give back to our community.
   • To maintain a quality program with continuous growth for athletes leading to participation in volleyball at the College, University and National levels.
   • To maintain the organizational, legal and financial framework required to support the Club in the pursuit of its visions and objectives.

2. To promote and enhance the development of youth through participation in the sport of volleyball:
   • To create and maintain an environment that develops character and promotes leadership, responsibility, and accountability among all of its members.

3. To focus on Accessibility and Inclusion in our house leagues, in order to expose as many athletes as possible to our sport and to build a broad base of support.

4. To provide the advanced technical, physical and mental training required to build Elite Teams from 15U to 18U.

The expectations of our members is outlined in our Codes of Conduct for Athletes, Coaches and Parents.

Our motto is: Developing character through the pursuit of excellence.
2. Principles

1. We are a community-based organization committed to training and developing athletes through competitive participation in the sport of volleyball.

2. Our mission is to develop character through the pursuit of excellence in all we do, from our athletes, to our coaches, our parents and our administration.

3. We are a group of coaches, parents, and athletes supported by a strong administrative structure with clear areas of accountability and channels of communication.

4. We are committed to developing the whole athlete through the latest coaching techniques and philosophies consistent with NERVA, USA Volleyball, and the national framework for Long Term Athlete Development (LTAD).

5. The definition of “success” will vary for each team and at each age level, but in general it is achieved by the development of each individual athlete on the team to his or her maximum potential within the season, and by the team competing and finishing to the best of its ability at local, Regional and National Tournaments.

6. We provide our elite athletes with access to Local, Regional and National programs and competition.

7. We provide experience and guidance to families whose son or daughter may be qualified to pursue post secondary athletic opportunities.

8. We expect coaches, players, and parents to always encourage good sportsmanship and always act with high personal integrity when representing the Club.

9. We create positive awareness within the community by developing a working relationship with area schools, community groups, municipalities, universities and colleges, and NERVA.

10. We are an open, interactive and transparent organization that listens to the needs of the parents and athletes of the Club, and of the community.
3. Athletes - Responsibilities
We expect each and every athlete to conduct themselves in an exemplary manner. The responsibilities of a player are outlined in the Athlete Code of Conduct in Appendix B.

Failing to abide by the Code of Conduct can be grounds for an athlete’s dismissal from the Club.

4. Parents - Responsibilities
Parents too are an important part of the ‘face of the Club’ and their behavior has a profound effect on the perception of our Club within the volleyball community. The responsibilities of a Parent are outlined in the Parents’ Code of Conduct in Appendix C.

Failing to abide by the Code of Conduct can be grounds for an athlete’s dismissal from the Club.

5. Coaches - Responsibilities
The Elite Northeast Volleyball Youth club is very proud of its talented and committed coaching staff. The primary role of the Coaches is to develop the abilities of our athletes and to build cohesive teams. In doing so, they must:

- Lay ground rules for the team including team goals, expectations of athletes, expectations of parents, and consequences when athletes or parents do not meet Club or team behavior standards identified in our Codes of Conduct

- Develop each of their athletes to their ultimate potential, from the perspectives of technical skills, physical ability and mental preparation

- Exhibit hard work and a dedication to peak performance

- Provide exemplary leadership to the team, including promptness and attendance at all team functions, respect of team members and team image (i.e. dress, sportsmanship, language and general attitude)

- Demonstrate and work to develop in our volleyball players a positive attitude both on and off the court

- Develop technical skills of our athletes, according to the Club expectations at each age level

- Promote appreciation for the sport and respect for all teams

- Be honest, firm, fair and equitable in dealing with all team members

- Plan and conduct all team practices and tournaments including both the physical and mental aspects of competition

- Meet with team and individual athletes as required to develop a cohesive team environment

- Maintain open communication with the team representatives, and team members on team activities, issues and concerns
- Represent the club at local, Regional and National competitions in a professional manner

- Maintain coaching and first aid certification and keep a current knowledge of the rules as designated by NERVA and USA Volleyball

**5.1. Equipment**
Each year the Club budgets for the equipment needed by each team for the season. Equipment wears out regularly and the Club monitors this and includes it in the budget and registration fees for each season.

This includes nets (when the Club must supply them), balls, ball carts, and first aid kits.

**6. Club Directors - Responsibilities**
The role of the Club Directors is to develop and administer the policies and operating procedures of the ENVY Volleyball Club LLC. All decisions relating to communication, publicity, organization, fundraising, unresolved conduct issues and other operational areas are the responsibility of the Directors.

Club Directors meet with Parent Reps each season to communicate the rules and expectations of the Club, and the mechanics of how the Club operates.

An Annual General Meeting with all members is conducted every year.

**7. Now that you are involved...**
You are now a parent member of our Club. **Welcome!** Your involvement in the development of our athletes is important as it shows your support and encouragement of your daughter’s efforts.

Other than your financial assistance, your daughter(s) will need your support throughout the season with:

- Rides to and from practice
- Accompaniment to tournaments and support at tournaments
- Development of an understanding of the challenges of playing a sport at an elite level
- Being an active cheerleader and Club supporter.

You are welcome to watch practices and encouraged to cheer really loud at tournaments.
Your enthusiasm often makes the difference with motivation and on court performance. We hope to see you there!!!
7.1. Team Effort
Volleyball is the ultimate team sport. A team can rarely score a point without the coordinated effort of three or more team members. And so it is with the support structure for the team. The most successful teams are those that have a parent organization that makes it easy for the team to go about its business of learning and playing volleyball.

7.2. Meals, Snacks and Water
Everyone should share in this role. Although the meal preferences for teams may differ, they share one thing in common – teams, either individually as parents or as a whole, must ensure they provide the foods, snacks and water the team needs for the duration of the tournament. For a one day tournament this is often 12 hours of play. It is typical to be on the court at 8 am, and to be starting the final match of the day at 8 pm. For multiple day tournaments you will have multiple 8 hour days, using the morning and afternoon shift system. And the winner of a tournament is often the team that is in the best physical shape at the end of the day. So nutrition and hydration are extremely important factors, and depend on team organization.

If the team and the coaches can focus on their play and on recovery after matches, they will perform better. Having parents running out to find food between matches is disruptive and does not provide the athletes with the nutrition nor the downtime that they need. Unlike other sports, a volleyball tournament may not provide much time between matches to feed the team. Therefore teams should determine in advance how they will provide food, snacks and water during a tournament.

There are two typical models. Some teams designate three parents to provide food for each tournament, on a rotating basis:
- One parent provides lunch
- One parent provides snacks for the day
- One parent provides water and ice.

Other teams decide that each parent will provide food, snacks and water for their son or daughter, for the duration of the tournament.

Each system works, as long as expectations and requirements are understood in advance.
Even a grueling single-day tournament can be an eye-opener, in terms of the food that an athlete needs, so teams should draw on the experience of veteran parents and be prepared.

7.3. Taking Care of Facilities
We use school gyms as our practice facilities, and to host tournaments. These gyms are given to us at the discretion of the school board, and in some cases at the discretion of individual staff members within each school. It is critically important that we take care of
our facilities. This means:

- Abiding by the permit as to use of areas of the school, start and end time, etc.
- Taking care of equipment, and storing it carefully
- Not wearing outdoor footwear in the gym during winter months. Water and snow must be kept outside the gyms.
- Cleaning up garbage, bottles and coffee cups before you leave, so that you leave the gym cleaner than it was when you arrived.

The consequence of not taking care of our facilities is the loss of gym time, and with the demands for gym time within the community this time may be impossible to replace.

8. Club Policies

8.1. Payment of Registration Fees

Player registration fees must be 1/2 paid by December 1st of each season, as the vast majority of our expenses for player registration, team registration, tournament registration and uniforms are paid out by then. Full payment will be due no later than January 31st.

In the event that a player has not fully paid their registration fees by January 31st, or put in place a payment plan that is approved by the Directors, they will no longer be allowed to play for the Club and previous money will not be refunded as this player has taken a spot on the Club that would otherwise be paid in full.

Any sponsorship or fundraising monies held in the Team Account that are allocated to the player will be held by the Club until registration fees are paid in full. Once registration fees have been paid then these funds can be used for team or athlete expenses.

8.2. Team Fundraising and Sponsorship

Team fundraising and sponsorship will be at the discretion and organization of the team. The Directors will provide fundraising initiatives that individuals and families may take advantage of in order to reduce their tuition, extra tournament costs or travel expenses.

All funds collected must be submitted to the Club to be held in trust in a Team Account until used to reimburse valid expenses. Funds donated or raised in the name of the Team or the Club must be spent on tuition or activities that are consistent with our policies.

Valid expenses are those directly related to the pursuits of the club – training athletes to play volleyball, and competing at tournaments. They may include:

- Defrayal of outstanding Club registration fees/tuition.
- The cost of travel and accommodations when competing in tournaments, for the
athlete and a chaperone.

- The cost of meals when competing in tournaments, for the athlete and a chaperone, to a maximum of $50 per day per person.
- Tournament registration fees.
- Fees for additional athlete training.
- Volleyball equipment – court shoes and ankle braces.

Because this can get a bit confusing a clarification is in order. **When you raise funds externally via sponsors or fundraising, using ENVY Volleyball Club as the purpose for raising funds, these funds must be deposited with the Club in the Team Account.**

### 8.3. Web Site

The Club will maintain(s) a web site for general communications of all members – at [www.envyvolleyball.com](http://www.envyvolleyball.com). It is also visited frequently by the athletes and their families. We will post every reasonable and appropriate article submitted. We will strive to provide equal coverage for all teams.

Updating the site is quite time consuming once tournaments start. Therefore the Club will also maintain(s) a team app (available on both iphone and android) in order to make communication with all club members as simple and quick as possible.

### 8.4. Club Office

A portion of the web site called the Club Office has a list of any forms and documents that you may need. If something is missing please let us know and we will add it.

### 8.5. Internet Safety

ENVY Volleyball Club is conscious of the precautions required when publishing information about our players on the Internet. In accordance with recommendations of organizations who promote Internet safety we have adopted the following policies. For more information about Internet safety visit organizations such as [www.wiredsafety.org](http://www.wiredsafety.org)

**Photos**

Members of ENVY Volleyball Club consent to have their photos displayed on the club web site. A full name on a photo is information that could be used to identify an individual player in real life. Therefore:

- We will include last name and first name in team rosters, however we will list players in alphabetical order so that names cannot be matched with the players in a photo.
- For our younger players we will not post personally identifiable information with a photo. If a name is appropriate on a photo we will use the first name only.
- An exception can be made for our older players in 17U and 18U, and our alumni,
if requested when submitting a photo.

We get a lot of photos and sometimes one might slip through that has had a caption put in the file name. Please do not include player names in photo file names, and if you see one let us know so we can remove it.

8.5.1. Photo Gallery/ Website Comments/ Passwords

Our photo galleries and website may allow visitors to post comments. Every comment posted is reviewed by us to make sure it is appropriate, before we make it public. This is why your comment may not appear for a couple of days. Anything posted by members will be looked at for appropriateness as well as guidelines established by the Club’s mission statement. Anything posted that is deemed inappropriate will be taken down and a meeting with the directors will take place. The directors’ opinion regarding the severity of the comment/picture, etc. will determine whether or not disciplinary action will occur. REMEMBER, everything you write is forever. There is truly no delete button on the internet.

Please do not let your players include their email address, or personal information in comments. (Facebook, Twitter, IG, etc.) It is yet another way for a stranger on the Internet to establish a dialogue with them.

The website will also contain pages that are password protected. These pages are for members only and passwords should not be given to anyone other than ENVY members. Though these pages are password protected, they will not contain personal information other than e-mail, and parent phone numbers. This will allow for the ENVY community to be better informed and communicate more effectively. Parents may opt out of this service by telling the Club Director that they would not like this information shared with Club members.

Email

Email addresses of our members will only be used for internal communications and will not be sold or used for purposes outside of Club use.

8.6. Clothing

The Club policy is that uniforms and clothing provided for our teams is for players and coaches only. This includes all track suits, jerseys, warm-up shirts, jackets, etc. After all, our athletes have worked hard to make our teams and we want them to feel special. Parents if you are looking for clothing there will be (is) a wide selection of fan wear available.

Warmup Shirts

Although many players might want their name on the shirt, it is only important for our older players in the 17U and 18U bracket as college scouts want to be able to identify players as they watch warm-ups. That is why the older teams may want them.
For our younger players we follow the same policy we enforce on our web site, which is not to be able to identify individual players by name. This is for the protection of our players, especially the younger girls.

9. Calendar of Events

9.1. NERVA/Yankee Tournaments

New England Regional Volleyball Association and Yankee organize locally sanctioned tournaments and events. Tournament dates, directions and hotels nearby are available on the NERVA website. Each age group’s regular tournaments are listed on the NERVA web site. Tournaments the Club has secured a spot for will be listed on the ENVY website. The ENVY registration fee for each athlete includes tournament registration fees and coaching expenses for all tournaments within their age group.

10. Issues and Concerns

This is an elite level program. The goal of every team is ultimately to play to win the Regional Championship and National Championship, or to finish as high as possible within their respective tier.

10.1. Practice Rules

1. Coaches determine whether or not practices are opened or closed. Generally, we have an open door policy, but there may be times that we need to create a very focused and distraction free atmosphere.
2. Scheduled practice time is the START time and not arrival time. Plan on arriving at least 15 minutes prior to the start of each practice. This will allow players the time needed to equip themselves properly and depending on the facility, set up and/or take down of equipment may be required by each player. Athletes who arrive late may be asked to meet with the coach after practice.
3. Volleyball shoes are to be carried into the practice and tournaments and only worn during playtime. This is to ensure our practice surfaces remain clean and safe.
4. Horseplay by athletes or coaches at practice or during tournaments is strictly prohibited.
5. All athletes are expected to attend every practice. Illness serious enough to keep the athlete home from school, genuine family emergencies, or active in a school-sponsored activity are exceptions for missing practice. Regardless of the reason, if an athlete misses practice, her playing time may be affected.
6. If an athlete cannot be at practice, the athlete is expected to call the coach. It is the athlete’s responsibility (not the parent’s) to reach the coach before the practice starts.
10.2. Tournament Rules
All athletes are expected to be in the gym, ready to warm-up, at the scheduled time. This usually means the athlete needs to arrive on site 30 minutes prior to the scheduled time. Remember earlier is always better and nothing is worse than being on the clock with players missing. Athletes are not to leave the tournament site before notifying the coach. Except in cases of a true emergency, an athlete who has an officiating assignment may not leave a tournament before the assignment is complete.

10.3. Officiating
Officiating is the shared responsibility of the ENTIRE team. All ENVY athletes are required to learn to keep the scorebook, line judge, score keeping, score flipping, and officiating. Each coach will determine a rotation for their team to follow for officiating assignments. Team members may not use electronic devices, eat, or engage in activities that will be distract from their duties as part of the work team.

NOTE; EVERY PLAYER IS REQUIRED TO STAY UNTIL THE END OF THE TEAM’S OFFICIATING RESPONSIBILITY. PLEASE DO NOT ASK THE COACH IF YOU CAN LEAVE EARLY. YOU ARE EXPECTED TO STAY WITH YOUR TEAMMATES UNTIL THE ENTIRE TEAM IS ABLE TO LEAVE.

10.4. Playing Time
It is not inferred nor implied that a player will or will not be guaranteed equal playing time on any team or in any event.

ENVY’s philosophy is that a player’s instruction during practices is what is paid for, with playing time being determined by the player’s attendance, performance, attitude, and effort during practice times. Moreover, it is solely to the discretion of the ENVY coach.

The “coaching decision” is not up for debate or question. Athletes are encouraged to ask what they can improve upon to get more playing time.

Playing time is earned through focus and hard work at practice, in weekly physical training, and demonstrated ability on the court. Regardless of the roles that evolve over the season, all players and parents are expected to remain positive and committed to the Individual goal of having each player develop to his or her maximum potential and the team goal of finishing to the best of its ability.

10.5. Off-Court Issues/TRAVEL POLICY
Athletes are representatives of the ENVY Volleyball Club and as such project our Club to the community.

Our athletes that wear their ENVY Volleyball Club clothing to school and in the community are acting as representatives of the Club. We expect our athletes to conduct themselves in an exemplary manner at all times, consistent with our motto building character through the pursuit of excellence.
Travel Policy for Elite Northeast Volleyball Youth Club (ENVY)

ENVY has some teams that travel regularly to play in tournaments, has some teams where travel is limited to a few events per season, and some teams where there is no travel other than local travel to and from our own area. ENVY prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Volleyball SafeSport Handbook. ENVY has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player’s experience while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice and local tournaments ("local travel") and team travel involving an overnight stay ("team travel").

Local Travel

Local travel occurs when ENVY does not sponsor, coordinate or arrange for travel.

· Players and/or their parents/guardian are responsible for making all arrangements for local travel. The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians 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 ENVY or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated minor player.

Team Travel

Team travel is overnight travel that occurs when ENVY or one of its teams or designees sponsors, coordinates or arranges for travel so that our team can compete locally, regionally or nationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the players.

· When possible, ENVY will provide reasonable advance notice before team travel. Travel notice will also include designated team hotels for overnight stays as well as a contact person within ENVY or the team. This individual will be the point of contact to confirm your intention to travel and to help with travel details. · 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, guardian or sibling of the player).
· The coach or his/her designee will establish a curfew by when all players must be in their hotel rooms or in a supervised location, unless a parent/guardian has direct supervision over their child/player. Regular monitoring and curfew checks will be made of each room by at least two properly background screened adults. At no time should only one adult be present in a room with minor players, regardless of gender.

· Team personnel shall ask hotels to block adult pay per view channels.
· Individual meetings between a coach and a player may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present, with at least one of those adults being the same gender as the player.
· Family members who wish to stay in the team hotel are permitted and encouraged to do so.
· The team will make every effort to accommodate reasonable parental requests when a child is away from home without a parent. If any special arrangements are necessary for your child, please contact the team personnel who can either make or assist with making those arrangements.
· No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their coaching and/or chaperoning duties.
· In all cases involving travel, parents have the right to transport their minor player.
· Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules. Coaches will also support chaperones and/or participate in the monitoring of the players for adherence to curfew restrictions and other travel 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.

When on the court athletes are accountable to their coaches. When off the court athletes are accountable to their coaches and to the Club. At all times athletes are required to uphold the high standards of the Club, both during the season and during summer months when participating in Club-sanctioned activities.

Our athletes our required to sign our Athlete Code of Conduct, which covers behavior both on and off the court. Inappropriate behavior off-court can be grounds for removal of a player from the Club.
10.7. Refunds

If for some reason you accept a spot on an ENVY club team and the Club is not a good fit, the tuition due will be $625 and the parent/player will be released from further obligations if the club is notified by December 15th, 2016. Your intended departure from the club must be received in writing by midnight on December 15th in order to qualify for the financial release or refund if the player tuition had previously been paid in full. IF said notification is not received by that time, the parent/player will be responsible to pay the entire tuition amount agreed upon in the player contract. The tuition amount is $1250 for the 2016-2017 club season.

10.6. Weather and Cancelation

If there is a Weather Service Storm WARNING issued for Providence County or Northern RI two hours prior to the start of a practice, practices are canceled. If there is a Weather Service WATCH, practice will be held. However, in all cases it is the responsibility of each parent to determine if it is safe to travel and attend practice. It is recommended, however, that you contact your coach AND check the web site to check the status of practice and inform them of your decision. Due to the limited amount of gym time available in the winter season, practices canceled due to weather will probably not be rescheduled.

11. When Dealing with Player Concerns

11.1. PLAYER’S ROLE: 17U and 18U:

Players are expected to resolve their concerns directly with the coaching staff. When a player is selected for a team his or her role on the team is communicated to them. If a player has an issue (e.g. playing time, role, etc.) he or she should talk to the coaching staff. Unless a player has been physically or morally harmed, the athlete is encouraged to make every effort to resolve issues with the coaches before involving parents. As this is the environment that the athlete will experience at higher levels (university or college, national or international) it is in each athlete’s best interests to develop the ability to resolve issues on their own. “What do I need to do to earn more playing time?” is the appropriate way to discuss playing time issues.

In 12U-16U age groups: Possible teams to be added in 2016-2017 based on need.

Parents can assist players in communicating concern to coaches, but it should always be done jointly and involve the player.
11.2. PARENT INVOLVEMENT

Please keep in mind that common sense is the rule, all coaches are volunteers and their main concern is the well being of the player and the success of the Team. Respect the coaches' and the athletes' time. Meeting with a coach during a practice or interrupting a coach during a practice session or immediately after a game is disrespectful of the entire team. **Meetings with coaches must be scheduled so as not to impact other players.** Coaches should refuse requests for meetings that are not outside team time.

**Direct confrontation, especially when emotions are high, is counter-productive.** The “24 hour rule” should apply. Please do not talk to coaches about volleyball-related issues within 24 hours before or 24 hours after a tournament.

11.3. PRIVACY/GOSSIP

It is inappropriate for an athlete or parent to approach other ENVY members about a problem the athlete or parent is having with an ENVY coach, about objections to coaching decisions, or about disagreement with an administrative decision.

Asking uninvolved parties to take sides in an issue is unfair to the third party and the Club. For the psychological health of the teams and Envy as a whole, issues need to be handled between the parties involved and in the proper manner.

Any member who is approached and asked to listen to or express an opinion about matters between two other parties is strongly encouraged to refer the complaining party to take the matter up with either the coach or Club Directors.

Any member who, as a third party, hears remarks or stories about ENVY, its employees, or its policies that cause the member to be concerned, is encouraged to contact the coach and/or the Club Directors immediately to determine the facts, or to alert the club administration to a situation of which it may be aware.

Repetitive complaining about the athlete(s) or third parties that interferes with the Club’s efforts to pursue its stated mission and its purpose may be justification for a member to be asked to resign, without reimbursement of fees, as determined by the current Club Directors.
13. APPENDIX A - CONSTITUTION AND BY-LAWS
ENVY VOLLEYBALL CLUB
FOUNDED IN 2014

Article I: Mission

The Elite Northeast Volleyball Youth Club is a competitive organization dedicated to advancing the personal and athletic development of youth through the pursuit of excellence in volleyball. We will offer a top quality club experience through intense training and competitive tournaments utilizing coaching staff that is knowledgeable, dedicated and caring.

Article II: Name and Place

The name of this club shall be the Elite Northeast Volleyball Youth Club, hereinafter referred to as “ENVY” or “The Club”. The headquarters shall be located in Rhode Island at such place as the Directors may from time to time determine.

Article III: Membership

Tryouts shall be conducted for teams in age divisions for girls where coaches are available. The coaching staff for each team chooses its members - 9-12 players per team are recommended. Players, coaches and parents are members. Parents of children who are chosen as players on a team are considered members of the Club.

Article IV: Termination of Membership

Any member may resign from the Club for any reason provided dues and expenses are completely paid in full. If any expenses or dues have not been paid in full, they are considered immediately due, in full, upon receipt of resignation. Such resignation shall be in writing to the club. The Directors will determine if funds are to be returned to the member.

Any member who is behind in payments may be suspended from membership (not withstanding athlete subsidy). The Directors will provide written notice, to the member. The member may be reinstated to the club upon payment of all owed monies.

Any member charged with conduct unbecoming an ENVY member or any offense not in the best interest of the Club and NERVA (New England Regional Volleyball Association), and against whom such charges are sustained after the opportunity to appear in person before the Directors in his or her defense, may be expelled from membership. Notification of such expulsion will be immediate and in written form of said action.

In cases of the resignation or expulsion of any member, the Directors shall immediately notify the teammates and parents of the member’s status.
Any member who is expelled from the Club shall forfeit and/or be responsible for the payment of all membership dues and expenses. The Club reserves the right to collect all monies due to the Club at the time the member was expelled.

**Article IX: Protection of Directors and Owners**

1. Limitation of Liability

   No Director or Owner of the Club shall be liable for the acts, receipts, neglects or defaults of any other Director or Officer or employee or for any loss, damage or expense happening to the Club through the insufficiency or deficiency of any security in or upon which any of the monies of the Club shall be invested or for the loss or damage arising from the bankruptcy, insolvency or tortuous act of any person with whom monies, securities or effects of the Club shall be deposited, or for any loss occasioned by any error of judgment or oversight on his/her part, or for any other loss, damage or misfortune whatever which shall happen in the execution of the duties of office or in relation thereto unless the same are occasioned by the Director's own willful neglect or default.

2. Indemnity

   Every Director and Officer of the Club and his/her heirs, executors and administrators and estate and effects respectively, shall from time to time and at all times be indemnified and saved harmless out of the funds of the Club from and against all costs and expenses whatsoever that each Director or Officer sustains or incurs in or about any action, suit or proceeding that is brought, commenced or prosecuted against him/her for or in respect of any act, deed, matter or thing whatsoever made, done or permitted by him/her in or about the execution of the duties of office and all other costs, charges and expenses that he/she sustains or incurs in or about or in relation to the affairs of the Club except such costs, charges or expenses as are occasioned by willful neglect or default.

**Article X: Amendments to the Constitution and By-Laws**

The Board will review the Constitution and By-Laws on an annual basis and if there are any potential issues regarding the Club's current By-Laws, members are encouraged to bring these concerns to Board and a discussion and potential vote will occur.

**Article XI: Effective Date**

This Constitution and By-Law shall come into force on the date first written here below.

_______________________  _____________________
Josh D’Abate                   Date

_______________________  _____________________
John Polinick                   Date
13. APPENDIX B – Athlete Code of Conduct

ENVY Volleyball Club
Athlete Code of Conduct Contract

As a member of the ENVY Volleyball Club you are expected to conduct yourself in a manner that demonstrates good sportsmanship and a respect for others at all times. It is essential that you support your fellow teammates, coaches and Club, to the best of your ability.

As an athlete you will be expected to adhere to the following standards of behavior throughout the volleyball season:

Good sportsmanship is always the first priority.

Respect your fellow teammates and coaches, and support them to your utmost in your team’s endeavors.

Understand your role on the team, as explained to you by your coaches, and execute that role to the best of your ability.

Respect all officials, opposing athletes and coaches, and spectators, and use only appropriate language.

Abide by, and accept gracefully, the decisions of officials, no matter which team those decisions may favor.

Demonstrate appreciation for and applaud good play and never make derogatory remarks about officials, coaches or the athletes of any team.

Respect and care for the facilities in which practices and competitions are being held, and listen to those in authority.

Be aware of and abide by the regulations of the New England Regional Volleyball Association and USA Volleyball.

Exhibit the same standard of behavior when out in public, as you do on the court. Realize that when off the court, especially when wearing Club clothing, you are a representative of ENVY Volleyball Club.

I understand and agree to be held accountable for adhering to the Athlete’s Code of Conduct as described above.

Signature_________________________________________ Date: __________________

Printed Name:______________________________________________________________
14. APPENDIX C – Parent Code of Conduct Contract

ENVY Volleyball Club
Parent Code of Conduct

As a parent/member of the ENVY Volleyball Club, your daughter is expected to conduct themselves in a manner that demonstrates good sportsmanship and a respect for others, as well as themselves at all times. Similarly, it is essential that you, as their parents, also display and model behavior that is consistent with the highest ideals of good sportsmanship.

As a parent, you will be expected to adhere to the following standards before, during and after any practice or competition:

Good sportsmanship is always the first priority.

Respect all officials, coaches, athletes and spectators.

Abide by, and accept gracefully, the decisions of officials, no matter which team those decisions may favor.

Respect and care for the facilities in which practices and competitions are being held, and listen to those in authority.

Respond politely to the requests of event organizers.

Be polite and courteous as a spectator, and only use appropriate language.

Refrain from any behavior which might distract the players or interfere with the progress of a match.

Demonstrate appreciation for and applaud good play and never make derogatory remarks about officials, coaches or the athletes of any team.

Be aware of and abide by the contents of the club Parent/Player handbook.

Should concerns arise resulting from a practice or competition, abide by the “24 hour rule”, that is, coaches may not be approached regarding such concerns until at least 24 hours has passed since the circumstances giving rise to the concern.

I understand and agree to be held accountable for adhering to the Parents’ Code of Conduct as described above. I Understand that the 2016-2017 Tuition for ENVY is $1250 and I assume the personal and financial obligations indicated within the “ENVY volleyball Club” handbook.

Signature ____________________________ Signature ____________________________

Name: _______________________________ Name: _______________________________

Date: ______________________________ Date: ________________________________