



Garden Empire Volleyball Association

Recruiting and Commitment Policy

Players must first register and pay USA Volleyball (USAV) membership fees (<http://geva.org/registration>). You must give a copy of your USAV Membership Card to each club for which you tryout - be aware that clubs usually have a separate tryout fee that is not covered by your USAV membership.

Clubs are independent businesses and in an effort to balance the needs of what are best for players and their families with those of the clubs and its members, GEVA has adopted the following policies:

GEVA will only sanction girl's tryouts after Nov 1 to allow for the academic volleyball season. Junior clubs may hold their tryouts at any time during the Recruiting season, but if before Nov 1 they are not covered by USAV insurance. Offers for spots on a team will often be made during or following these tryouts. The GEVA policy in relation to offers and binding commitments, for the season, is as follows:

1. Clubs may make offers at anytime based on any criteria of their choosing; but, offers must be made for a spot on a specific team.
2. Club Directors should not put undue pressure on families to make a commitment. Threats of not finding a place to play, excessive phone calls, disparaging other clubs, and promises of college scholarships are just a few examples of inappropriate pressure.
3. Offers must be written or in a digital form that can be printed. Once an offer is made, it MUST be valid for at least 72 hours (may be longer at the clubs discretion).
4. Commitments are NOT binding until the completion of the 72-hour offer period. Acceptance of an offer must be in writing or via verifiable electronic means, with a signature from an adult parent or guardian. In addition clubs must collect the signed GEVA Recruiting and Commitment Policy and the signed GEVA Parents Guide to Club Volleyball.
5. An acceptance of an offer is considered to be a *binding commitment* upon:
 - a. Receipt by the offering club of 1) a signed offer letter, 2) a signed GEVA Recruiting and Commitment Policy, and 3) a signed GEVA Parents Guide to Club Volleyball.
 - b. Payment of any portion of the club season fees (not to include the tryout fee); and,
 - c. The expiration of the 72-hour offer period.
 - d. The current date is on or after September 1st of the current season.

Please remember that once you have made a *binding commitment* to a club, you are committed to them for the season. They have reserved a spot on a team (possibly turning away another athlete) and you have committed to meeting your obligations per the club's offer letter. Failure to meet a contractually obligated financial commitment to a club will mean that you can't register to play for any USAV club the following season(s).

Once you and your parents have made a *binding commitment* to play with a club, as described above, you are not allowed to attend tryouts at any other club.

Contract and Recruiting Season: GEVA follows USAV guidelines to separate the year into two distinct phases: a **Contract Season** and a **Recruiting Season**. The Contract Season begins with a *binding commitment* and runs through the last day of competition of the USA Volleyball Junior National Championships (JNC). The Recruiting Season begins the day after the last day of the JNC and continues until you make a binding commitment the next season (the earliest date a player can make a binding commitment is September 1st of the year in question).

GEVA highly recommends that contact by club directors and coaches during the Recruiting Season, be done on a limited and highly professional basis. Club Coaches should be considerate of high school

competitions by asking the coach when is the best time, if any, to distribute their literature and not attempting to contact players during a competition. No **recruiting** is allowed of players under a *binding commitment*, or their parents, during the Contract Season.

Any player or parent has the right to stop the recruiting process at any time. The decision to do this does not need to be based on harassment alone. If a player or parent has made the decision to play for a particular club long before the beginning of the season and wishes not to be contacted by other clubs, they should convey that to any person contacting them about joining another club -- preferably in writing. At that time, the party who contacted the player is obligated to cease all contact. If the contact continues, by any agent of the club, the player or parent should contact their GEVA Area Representative. GEVA will gladly step in to protect its members from unwanted contact or harassment. However, the family or player must come forward with a written, formal complaint (see the GEVA Incident Report) on which the region can take action. Verbal complaints, alone, are not sufficient to take any punitive action.

Recruiting Guidelines & Penalties:

Definition of Recruiting – To solicit or contact players, or their parents, for the purpose of persuading them to tryout or play for a junior volleyball club or team. Solicitation might be performed by any of the following individuals: club directors, coaches, or anyone acting on behalf of a junior volleyball club.

Penalties – The following penalties will be imposed on any club representative that is found guilty (by an Incident Review Committee) of violating the recruiting guidelines above or the USAV code of Conduct.

1st Offense – \$500 fine and 1 year probation from the date of the offense. **2nd Offense** – \$1,000 fine and 1 year suspension of membership from the date of the offense. **3rd Offense** – Lifetime ban of membership with GEVA and notification to the National Office of USA Volleyball.

All players are encouraged to investigate more than one club to determine which organization suits them best. Not all club organizations have try-outs. Some may simply have a registration procedure to follow in order to “join” that club. Parents and players are encouraged to seek out the organization that can best service the needs of the athlete. Many factors, such as club goals and philosophies, practice and competition schedules, time and travel commitments, and financial commitments, need to be researched and clearly understood before making a final decision. Parents should research several clubs and read the available literature carefully to help evaluate if the club is a good fit for your young athlete. **PLAYERS MAY, AND ARE ENCOURAGED TO, TRY-OUT FOR AS MANY CLUBS AS THEY WOULD LIKE.**

Athletes may not transfer from one club to another during the Contract Season - this is in accordance with USA Volleyball guidelines. In exceptional situations, individual cases may be heard by appealing this policy to the GEVA Junior Competition Committee.

Please report all suspected violations of any USAV or GEVA policy on the GEVA Incident Report.

I have read and understand the GEVA Recruiting and Commitment Policy:

Player _____

Club/Team _____

Parent/Guardian _____

Date _____

(Clubs must keep this on file during the Contract Season and make it available in case of a dispute.)