



**Lady Lakers Volleyball Club
Club Handbook
Revised 2021**

INTRODUCTION

The Lady Lakers Volleyball Club (LLVC) was formed as a part of the North Country Region, a division of USA Volleyball.

The goals of our teams are to be highly competitive, and to develop a solid foundation of fundamental and technical skills that will increase the ability of the players in Lake of the Woods School District. The LLVC strives to develop these skills through challenging practices, and demanding tournaments.

The LLVC is governed by a board of directors. Input is welcome from players, parents and area coaches in order to identify the best formulas for continued success. We operate as a non-profit organization. We have put this handbook together to provide you with an overview of the club, its philosophies, and what it takes to become successful in our program. Welcome to the Lady Lakers Volleyball Club.

GOALS

The Lady Lakers Volleyball Club was established to offer a greater opportunity for competitive play and an enhanced volleyball training experience.

- To help each athlete reach her goals to becoming a better volleyball player.
- To help each athlete become a better team player.
- To help each athlete approach the game of volleyball with good sportsmanship and high motivation.
- To have fun and successfully work with great teammates and staff members.

FEE STRUCTURE

The cost for membership on a team covers almost everything related to the operation of the team and entry into tournaments. When your child is selected to represent a team, the parents are required to submit payments to the club to cover this fee.

As mentioned previously, the club is a non-profit organization and bases its fee on the expected cost of running a successful club volleyball program in a given year. The fee that is paid goes toward covering the following:

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| • LLVC club registration fees | • Travel expense for coaches |
| • LLVC team registration fees | • Coach wages |
| • LLVC tournament entry fees | • Administrative costs and supplies |
| • Uniforms | • Miscellaneous expenses (may include training) |
| • Training equipment | |

Fees will not be refunded for players who choose to leave before the end of the season. Fees do not cover the travel, hotel accommodations, or food that a player may need during a tournament.

FUNDRAISING

Fundraising, when available, is offered to all current LLVC players. Fundraising is given out on a first come, first serve basis. The LLVC Treasurer may be contacted with questions about the amount of money each individual player has that will go toward a current payment.

TEAM SELECTION

Current Player Definition: A player that is currently a member of a specific LLVC team, whom will practice and travel with the team. A current player must pay all fees.

Team selection is based on each individual player's performance during tryouts. A group of coaches will be assigned to evaluate each athlete based on skill level, attitude, and ability at the time of try-outs.

COACHING STAFF

Teams will be staffed with coaches who promote integrity and good sportsmanship. Coaches are responsible for establishing this environment and supporting the enhancement of players' volleyball skills, leadership abilities, teamwork and individual development on and off the court. Coaches will travel and practice with the team regularly. Each coach involved in the development of the team should be treated with the utmost respect. Any abuse of our coaches by a player or a parent may be dealt with swiftly and fittingly.

COACHING & PLAYING PHILOSOPHY

It is our philosophy that practices are the time to improve skills and work on new concepts. It is important that players and parents accept the club mantra: "Players pay to train, not to play. Playing time is not a given; it is earned first by hard work, positive attitude, and display of skills on the practice court." The reality is that equal playing time is not a guarantee.

Our philosophy on playing time is stated below:

During tournament play, the coach has the right to determine the line-up that he or she determines best suited to meet the goal of the particular level of participation. An "equal play philosophy" does not apply in many situations. It is each player's responsibility to perform at a level that is consistent in keeping with the goals of the team. If the player does not, for whatever reason, fulfill their obligations on the court, it is the coaches right to substitute them out so that the team may achieve its goals. Players are expected to perform certain roles on the bench as well, which greatly contribute to the success of the team.

Players must understand that playing time among team members **WILL NOT BE EQUAL**, especially in play-off situations. It is possible that a player may not see the court on the day of tournament or in the finals of a tournament. The coach hopes to clearly define each player's role (and offer the player the opportunity to expand that role), but the coach will base playing time on what the line-up/substitution scenario best offers the team a chance to be successful.

All players earn their playing time in practice. It is the player's task to work hard enough and learn enough to get on the court during tournament games. Some players will get specialized assignments while others must work to

be the best alternate starter that she can be. Regardless of the role that evolves over the season, all players and parents are expected to remain positive and committed to the goal of having the TEAM do as well as possible by the end of the season.

Based on position, a player may play back row and rotate out or play front row and rotate out when reaching the back. It is important for players and parents to understand that the goal of the team is to compete successfully at tournaments and go to the highest level possible. If it is the player's belief that she is not being treated fairly and playing an appropriate amount, she should discuss it with the coaching staff first and foremost. The coaching staff sees your daughter at each practice and may see something that parents do not.

Parents and players should remember that playing time is earned. The players, by working hard in practice to improve skills and consistency, will determine how much playing time they will get. In the club's goal to educate players in life skills outside of volleyball, we feel it is important for players to create and maintain a good dialogue with their coaches regardless of age. Players should communicate with coaches on any issues that affect them as soon as they become a concern. The parent's role is one of support to the players, coaches and club. Parents should not engage in "coaching" from the sidelines, criticize players, coaches or game officials, or try to influence the makeup or operation of the team at any time.

- Parents are not to approach coaches regarding team issues. We encourage player communication with their coaches.
- If a parent feels that he or she must address a team situation, they are permitted to contact their coach 24 hours after the last game of a tournament to discuss their concerns. The coach will only address concerns regarding your child.
- At no time should a parent approach the coach during a game. No parent should come onto the court for any reason during competition. Parents must not contact any coach for 24 hours after a match to discuss a player situation unless the athlete's safety is in jeopardy.

GRIEVANCE PROCEDURES

Competitive athletics by its very nature will not allow all people involved to be pleased at all times. Should there be a need to address a grievance the following procedures have been established and are required to be followed to ensure the best possible resolution for all concerned:

1. The first step is to have the player speak to their coach about the problem. Parents/Guardians are not to approach coaches regarding team or player issues until their daughter has had time to communicate with their coach first.
2. If there continues to be a concern following your daughter's attempt to work things out with the coach on her own, the player or parent may bring the concern to the LLVC Board of Directors.
3. If there continues to be a concern after the first two steps above have been followed, then a meeting can be scheduled for the coach, player, parent/guardian, & the LLVC Board of Directors.

Parents/Guardians are asked to refrain from negative comments around your daughter and other players. Young players are vulnerable and if they hear complaints about the coach, the coach's style, or Club policies this can have an adverse effect on their performance and/or attitude. If you, as a parent/guardian have a legitimate concern, you should follow the grievance procedures above to resolve the matter. Repetitive complaining to the player(s) or third parties (other parents/supporters) interferes with the Club's efforts to pursue its purpose of providing a positive and healthy competitive environment for the players and may jeopardize Club participation.

TOURNAMENT INFORMATION

The location and number of tournaments is set every year by the LLVC Board of Directors. The LLVC club will guarantee each of its teams a full season, which includes a goal of 5 tournaments.

Tournaments range in length from one to two days and are located within our region. Individual tournament information will be made available as soon as it's received but often times the play schedule is only available the week or days prior to the tournament.

All teams can anticipate at least one tournament requiring overnight stay. In addition to the code of conduct, the following guideline should be maintained for all players:

NO player is to check-in to or stay in overnight accommodations without adult supervision. The LLVC does not provide chaperones for overnight tournaments; this is the parents' responsibility. If a parent cannot attend an overnight tournament with their player, they must make arrangements with another player's parent, and **MUST** inform the coach. Club fees do not cover food, lodging, and travel costs for overnight tournaments. Travel coordination is for families to reserve on their own time.

INJURY POLICY

Any player that suffers an injury that is medically proven to prohibit them from participating in practice and competition with their LLVC team for the duration of the current season may be eligible for a refund:

REFUND POLICY

There are **NO** refunds to players that decide to "quit" after accepting a position on a team. Money that has been fundraised will **NOT** be refunded. Individual fundraised money will be put back into the clubs general fund.

RESPECT FOR THE RULES OF THE CLUB

This includes the club's rules as well as any rules of North Country Region and USA Volleyball. Rules will be clearly stated, and will be enforced. The team may have its own rules established by the coach and approved by the club directors.

General Rules

- While using the schools facilities we will follow all school policies set in place by them
- Only authorized personnel may open and close the LLVC training facilities.
- Do **NOT** bring valuables to practices or tournaments. LLVC are not responsible for lost or stolen items.
- Demonstrate respect for yourself, other patrons, staff, and property while enjoying the facility.
- The LLVC will enforce all North Country Region rules
- Each player/coach is responsible for returning all volleyballs to the cart at the end of practice. "Count in – count out".
- Players are responsible for set-up, tear down, cleaning **ALL** debris of the gym after each practice. Equipment room must remain organized.

IMAGE PRESENTATION

You are representing yourself, your family, and the LLVC at every tournament. We are a club that will be known for good sportsmanship and integrity by our players, coaches, and parents. Arguing with officials is never appropriate and not tolerated. Players will not always know when a college recruiter is in the gym and therefore it is important to display proper behavior at all times.

MAINTAINING GOOD GRADES

We consider the LLVC to be a club of scholar athletes. It is important to maintain good grades. If we are to guide you through the process of getting recruited by colleges and universities you must do your part in the classroom. Time management is a critical skill that successful student athletes need. Players are expected to plan ahead and make sure that preparation for school work is completed well in advance of the assignment due date. No consideration will be given for failure to plan ahead resulting in missing practice to complete assignments or study for tests.

EXPECTATION OF PARENTS

Yes, we do expect something from our parents. Because we operate on a very strict budget and volunteers perform much work, there are many ways, parents can be part of the team and contribute to the team's success.

As Parents of a member of the *Lady Lakers Volleyball Club*, we will conduct ourselves in a manner as outlined by the following CODE:

1. In addition to the club expenses as outlined in the "fee structure" on the LLVC, we understand that our daughter has paid to LEARN skills and concepts of volleyball; she has not paid to play equal time in the tournaments. The LLVC coaching staff is committed to developing ALL players' skills and when a player earns the right to play in a certain situation, she will see playing time. That decision is purely a coaching one. However, LLVC will not keep players whom we do not believe have the potential to contribute during tournaments.
2. LLVC welcomes and encourages support of all teams during competition. We believe that our parents are part of the LLVC organization and are seen as such by other organizations and officials. Therefore, we will conduct ourselves accordingly by:
 - a. Cheering LLVC teams for their play and NOT jeering or harassing the opponent's team, officials, or work teams for their performances;
 - b. Realizing that the officials and their work teams are attempting to do the best job they can to referee the game fairly, but it is up to the LLVC teams to win or lose the game. Therefore, we will conduct ourselves with appropriate sportsmanship;
 - c. Acknowledging that some LLVC players are relative beginners in the sport of volleyball and will make mistakes—probably at critical times in a match. We will be patient and supportive through these times for all players we are around;
 - d. Realizing that coaching is NOT a science and that all coaches will make decisions that are popular and unpopular. However, we believe that every member of the LLVC coaching staff acts in the best intentions of the team, and the best intentions of each and every player. We may not agree with every decision they make, but we will respect that decision.

3. Refraining from talking to the players during practice or games. The players need to be concentrating on the game and listening to their coach.
4. We will see that our daughter is at practices and team functions on time.
5. We will assist in car-pooling whenever possible.
6. We will be responsible for monies due on the specified dates.
7. We are responsible for our daughter's conduct. If a problem arises at any time we will be contacted by the coaching staff or Team Representative.
8. We recognize that we must participate in fundraising for the overall club expenses. Fundraising may include participating in specific events or soliciting contributions.
9. We are aware that the decisions rendered by the directors are done so with concern for the overall betterment and reputation of LLVC and will abide by these decisions.
10. If we have concerns or questions about our daughter's status with regard to her team, we will follow the process of discussion described in the handbook
11. If we remove our daughter from a competition without previous permission from the head coach, LLVC will consider her to have resigned from the club.
12. We realize that the use of tobacco products and alcohol is legal for adults over the age of 21. However, intoxication will not be tolerated, nor will we offer any of the above-mentioned products to any junior volleyball player. Any player using tobacco or alcohol while participating in an LLVC event or practice will be immediately expelled from the club.
13. We fully recognize that we are role models to all players in the LLVC and we will conduct ourselves accordingly at all times.
14. If we do not behave in a manner consistent with the sportsmanship and professionalism LLVC demands from its athletes and coaches, we may be asked to refrain from attending tournaments.

TEAM REPRESENTATIVES

One of the important ingredients to a successful LLVC season is the Team Representatives. Each team will have a representative who serves as the liaison between the coaching staff and the parents. Listed below are some of the responsibilities for the Team Representative. If you are interested in serving as the Team Representative for the team or wish to help in some other organizational capacity, please contact the LLVC President.

Responsibilities:

1. Acts as a liaison between the coach, the player's parents & the board of directors
2. Acts as the point person for any concerns relative to the team. Refers concerns to the coach and/or the LLVC Board of Directors.
3. Helps facilitate team specific requirements i.e. wrist band purchases, jersey collection, coaches gift etc.
4. The parent rep is not an assistant coach and is not involved in any coaching decisions regarding line-ups, playing time etc.

EXPECTATIONS OF PLAYERS

As Players of the *Lady Lakers Volleyball Club*, we will conduct ourselves in a manner as outlined by the following CODE:

We understand and will abide by the LLVC Player Code of Conduct, and if it is not followed at any time we will lose all privileges granted by the club.

THE FOLLOWING ACTIONS ARE PROHIBITED:

1. Violation of any anti-doping policies, protocols or procedures as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Federation Internationale de Volleyball (FIVB), US Anti-Doping Agency (USADA) or the United States Olympic Committee (USOC). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USA Volleyball (USAV).
2. Possession, consumption or distribution of alcohol and/or tobacco if illegal or in violation of NCR or USAV policy. USAV policy prohibits the possession, consumption or distribution of alcohol and/or tobacco by anyone registered as a Junior Olympic Volleyball Player at the event venue of any USAV sanctioned junior event.
3. Use of a recognized identification card by anyone other than the individual described on the card.
4. Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be part of any penalty imposed.)
5. Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons.
6. Any action considered to be an offense under Federal, State or local law ordinances.
7. Violation of the specific policies, regulations, and/or procedures of the NCR, USAV or the facility used in conjunction with a sanctioned event. (It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.)
8. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
9. Physical or verbal intimidation of any individual.
10. Actions that will be detrimental to USAV or the NCR.
11. The team practice uniforms will not be supplied. DO NOT wear your uniform jerseys to practice as we want to keep them looking new as long as possible.
12. Earrings and body-piercings are not allowed in a player's ear or body at tournaments. This is for the player's safety. Do not have any new piercings done during the season. They will need to be removed if the player plans to participate in practices or tournaments.
13. All players should be certified to score and/or down ref USA Volleyball events.

PLAYER ABSENCES

Commitment to full attendance at practices and tournaments is critical to the team's success. READ THIS SECTION CAREFULLY AND BE SURE THAT YOU UNDERSTAND THE COMMITMENT THAT IS EXPECTED OF YOU:

Acceptable absences:

1. Absences for academic, school athletic or religious functions within reason.
 - a. We require that player's specific coach be notified one day prior to the absence.
 - b. Homework is NOT an excuse for missing practices. A major part of being a student-athlete is organizing your time to accommodate your studies and practice commitments.
 - c. Illness - Any illness that kept you from going to school is accepted as an excused absence.

Unacceptable absences:

1. Participation on another non-school related team or activity (AAU sports, theatre events, etc.).
2. Tanning, haircuts, shopping trips, etc...

BULLYING POLICY

Bullying in no shape or form will be tolerated! Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Forms of bullying can be, but are not limited to:

1. Emotional Bullying: being unfriendly, excluding, tormenting (e.g. threatening gestures)
2. Physical Bullying: pushing, kicking, hitting, punching, or any other use of violence
3. Racist Bullying: racial taunts, graffiti, gestures
4. Sexual Bullying: unwanted physical contact or sexually abusive comments, taking of inappropriate photos, distributing inappropriate photos
5. Homophobic Bullying: because of, or focusing on, the issue of sexuality
6. Verbal Bullying: name calling, sarcasm, spreading rumors, teasing
7. Cyber Bullying: all areas of the internet bullying such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of social networks (i.e. Facebook, Twitter, etc...)

Bullying will NOT be tolerated from a player themselves, from a player's family members, from a player's significant others, etc. As a member of the LLVC you are responsible for the protection and encouragement of your teammates, no matter which age group they belong to.

Reporting Bullying:

1. Report all incidences of bullying to your coach, your Team Representative, any member of the Lady Lakers Volleyball Club Board of Directors, or a trusted adult
2. A panel of at least 3 LLVC board members will meet with the parents and the player alleging the bullying to get details of the allegation. Minutes of the meeting will be taken, for clarity, which shall be agreed on by all present, as a true account.
3. The same panel, as mentioned above in #2 of the "Reporting Bullying" section, shall meet with alleged bully and their parents to put the incident brought up to them to answer, and get their view of the allegation. Minutes will again be taken, and agreed upon by all parties present.
4. If deemed appropriate, a warning will be issued to the alleged bully, along with a 1 match (i.e. best 2 of 3 games in a match) suspension. The warning and suspension will then be placed on the alleged bully's permanent record.
5. If a second incident of bullying is reported against a player, and the panel deems it appropriate to take action again, that said alleged bully will be asked to leave the LLVC team in which they are currently on, during the season in which the incident was raised, for the remainder of the current season. The incident will again be placed on the alleged bully's permanent record. Said alleged bully will be allowed to try-out the following season.
6. If a third incident of bullying is reported against a player, and the panel deems it appropriate to take action again, that said alleged bully will be asked to leave the LLVC, with no possibility of returning as a player, a member of the LLVC board, or a coach of the LLVC, ever.

UNIFORMS

Each athlete will wear uniforms that respectfully represent the Lady Lakers Volleyball Club. Each player will be given a jersey, at the beginning of the season. That jersey MUST be returned, to the Team Representative, immediately after the last game, of the last tournament. If the jersey is not returned, that player will be billed for \$100, to replace that jersey.

LLVC jerseys are NOT to be worn to practice. They are to be worn during tournaments only. Immediately after the last game of each tournament, jerseys must be taken off, and other clothing must be worn. This is to ensure our jerseys stay new looking for as long as possible.