



Lady Lakers Volleyball Club
Member Handbook
Revised 2025
ladylakersvolleyball.com

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I. OVERVIEW:

A. 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/guardians and area coaches in order to identify the best formulas for continued success. We operate as a not-for-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.

B. 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 become 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.

C. THE MULTI-SPORT ATHLETE

Many players in our club are multi-sport athletes who compete in two or more sports at one time. Conflicts are to be worked out well in advance with your coaches. We DO NOT discourage athletes from participating in another sport during our season; however, it is important to be aware of the physical demands and the time commitments required of these athletes. Safe participation is our primary concern. Injuries are much more common among athletes who participate in more than one sport at a time. However, each athlete needs to be aware of her own limitations in order to stay strong and injury free.

D. 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 parent/guardians/guardians are required to submit payments to the club to cover this fee.

As mentioned previously, the club is a not-for-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 but is not limited to:

- | | |
|--------------------------|-------------------------------------|
| · Club registration fees | · Training equipment |
| · Team registration fees | · Travel expense for coaches |
| · Tournament entry fees | · Coach wages |
| · Uniforms | · Administrative costs and supplies |
| | · Miscellaneous expense |

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 tournament travel.

E. 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.

F. 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. If the player is able to physically attend school, they are expected to attend practice. We still strongly encourage players to come to both practice and tournaments as there are still learning moments, even when you are physically unable to participate.

G. FUNDRAISING

Fundraising, when available, is offered to all current LLVC players. Fundraising opportunities are given out on a first come, first serve basis. If you are signed up for a meat raffle and become unavailable and will miss a meat raffle, your player family is responsible for finding a replacement within 48 hours of the scheduled meat raffle date no matter the location or player. Should you trade a meat raffle with another member, please

formulate an email to ladylakersvolleyballclub@gmail.com. This is not the board's responsibility. This is an individual fundraising opportunity. If you miss a meat raffle and communicate appropriately, you will get a pass. If you miss a second meat raffle you will no longer be eligible to work a meat raffle again for the remainder for LLVC. This is a reflection of our club and we are fortunate to be offered this fundraising opportunity within our community.

Our club tries to have one required fundraiser per season. The LLVC Treasurer may be contacted with questions about the amount of money each individual player has that will go toward a current payment.

LLVC's fiscal year is Nov 1 to Oct 31 any funds acquired after Nov 1 will be applied to the following fiscal year. Fundraising monies can only be used towards season fees and any remaining balances will not be paid out upon departure from club. Fundraising money can be transferred among household members only. Fundraising money is available for 1 year for the same player after lack of participation for 1 season. Medical waivers available upon request with board approval.

H. TRYOUTS/TEAM SELECTION

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. Teams will be composed of players, who are willing and able to contribute and subscribe to the rules, philosophies, and goals of the LLVC volleyball program, North Country Region (NCR), and USAV. Trying out for our club does not automatically warrant a spot on a team.

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

Age Waiver: There are times a player's date of birth will require him/her to compete on a team that matches the player's USA Volleyball age division but is "older" than the player's current grade in school. Because of this, North Country Region has an age waiver/grade team policy to allow junior club directors the opportunity to request an AGE WAIVER so that a player who is in this position can be placed on a roster of players who are in the player's grade but are in a younger age bracket.

Waivered Player: is a junior player who has received an age waiver to allow the player to roster on a team

- that is classified as an age division younger than the waivered player USA Volleyball age division
- that is the same grade as the waivered the player

I. 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 oftentimes 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'/guardians' responsibility. If a parent/guardian cannot attend an overnight tournament with their player, they must make arrangements with another player's parent/guardian, 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.

J. 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 Manager 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.

K. 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 in addition to what's included below:

General Rules

- While using the school's 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.

I. PLAYERS:

A. PLAYER PHILOSOPHY

It must be each player's philosophy to respect the process that is set in place for the LLVC program.

1. I will work hard to tell the truth in my interactions with teammates and coaches.
2. I will learn how to set goals, strive to reach those goals, and develop a lifestyle that will produce success on the court.
3. I will overcome the urge to complain, think negatively, backstab, take part in cliques, act selfishly, or

engage in any unnecessary behavior that disrupts team chemistry.

4. I will maintain my academic life on a solid foundation throughout my school career.
5. I will be loyal to my teammates, coaches, and to the LLVC program. I will not air “dirty laundry” outside of the team fabric.
6. I will learn the principles of positive reinforcement and apply them in practices and in competition.
7. I will show frequent and genuine appreciation to those who work on our behalf (managers, administration, boosters, coaches, fans, etc...)
8. I will use good eye contact, verbalization, and listening skills toward my coach/coaches, referee's, and other adults that are willing to make me the best player that I can be.
9. I will be accountable for equipment, jerseys, and practice space. This will be my responsibility, not the responsibility of coaches or other teammates.
10. I will eliminate the use of obscenities during practices and competition.
11. I will accept the decisions of the coaching staff regarding playing time. I will support my teammates when I am not in a match.

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.

B. 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.

A. 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, line judge and/or down ref, etc. USA Volleyball events.
14. The use of cellphones is prohibited at practice, on the bench at tournaments and while reffing at tournaments

B. PLAYERS ON MULTIPLE CLUB TEAMS:

Follow NCR guidelines for rostering on more than one team USAV vs JVA with Lady Lakers Volleyball Club taking priority over another club.

C. PRACTICE & TOURNAMENTS

Teams will typically have 2 practices per week, each practice lasting 2 hours and approximately 35 hours over the course of the season. Additional practices may be scheduled per the coaches request. Practice will begin at the scheduled time. Players should take care of putting on shoes, knee pads, ankle braces, net set up, etc. before the start time of practice. If you are going to be late to practice, the athlete should contact the coach directly with an approximate arrival time.

If an athlete can not make practice, she should call the coach directly. Injured athletes who can attend school are expected to come to practice (within reason). Even if you can not participate physically, there is a lot that can be learned through observing and listening to the coach. Your commitment and role as a player to your team goes beyond your physical participation. Not coming to practice due to an injury will result in an unexcused absence. The consequence for missing practice will be at the jurisdiction of the coach.

If you know you will miss a practice in advance, that needs to be communicated ahead of time. We understand that illness happens, and will be excused. However, missed practices could potentially result in losing playing time.

Only rostered players and coaches are allowed at practice & on the bench at tournaments unless pre-approved by the board.

Players are expected to attend all scheduled tournaments. Scheduling conflicts should be brought to the attention of the coach as soon as possible, but no later than 24 hours prior to a tournament. Conflicts may result in the athlete's court time being affected as the team prepares during practices leading up to an event. Missed tournaments does not mean a reimbursement of the player's fees.

An athlete may not leave a tournament site until excused by the coach. Many times, the team is required to ref. Leaving before being properly excused by the coach may result in a further consequence.

1. TEAM OFFICIATING

Officiating is the shared responsibility of the entire team. All athletes are required to help with line judging, score keeping, libero tracking, and R1/R2 officiating. An athlete who has an officiating

assignment may not leave a tournament before the assignment is completed. Coaches will provide further information regarding scorekeeper and officiating online clinics. Completing the scoring/officiating is the responsibility of the player. Teams are required to comply with tournament rules and regulations.

D. 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/guardians. 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.

All players will be held accountable for the appearance of home and opposing gymnasiums. It is the policy of the LLVC volleyball program that we will leave every area we enter in a better condition than when we arrived. Any player who fails to comply with this rule, will be dealt with appropriately.

E. 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.

F. 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, or religious functions within reason.
 - a. We require that a player's specific coach be notified via Team Reach message, or in person one week prior to the absence. If notified in person, please follow up with a Team Reach message.
2. Illness - Any illness that would keep you from going to school is certainly accepted as an excused absence.
 - a. Please make sure to inform the coach as soon as possible when you realize you are going to miss a practice or tournament. If you miss school, you are not allowed to go to practice.
3. A death in the family/wedding
 - a. Please make sure to inform the coach as soon as possible when you realize you are going to miss a practice or tournament.
4. Family vacation
 - a. Family vacations are considered an acceptable absence from volleyball club activities, provided that coaches are informed in advance. **PLEASE LET THE BOARD/COACH KNOW ABOUT YOUR PLANNED VACATION ASAP.** We understand the importance of quality time with family and encourage open communication to ensure team planning can continue

smoothly. While regular attendance is important for team development, we respect and support families in prioritizing meaningful time together during the season.

Unacceptable absences:

1. Participation on another non-school related team or activity (AAU sports, theater events, etc. without prior approval).
2. Tanning, haircuts, shopping trips, etc...
3. If you miss morning practice and go to school, this is an unexcused practice absence. The team is responsible for helping the coach with attendance.

Consequences Incurred for Absences:

1. Each unacceptable absence from practice equals missing one game/set of the following match, unless prior arrangements are made with the coach + board. The missed game/set will begin with the first game/set of the following match.

III. COACHING:

A. 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/guardian may be dealt with swiftly and fittingly.

B. COACHING PHILOSOPHY

It is our philosophy that practices are the time to improve skills and work on new concepts. The fundamentals, which are emphasized initially, are used to develop proficient offensive and defensive tactics. Our philosophy on playing time, for the Lady Lakers Volleyball Program: During game and tournament play the coach has the right to determine the line-up that he/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 coach's 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. 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 games. Some players will be given specialized assignments while others must work to be the best alternate starter that they can be. Regardless of the role that evolves over the season, all players and parents/guardians 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.

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 a 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.

Refer to our coaches conduct for more information on coaching expectations & responsibilities.

IV. PARENTS/GUARDIANS:

A. EXPECTATION OF PARENTS/GUARDIANS

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

As Parents/guardians of a player in 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 player has paid to LEARN skills and concepts of volleyball; they have 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, they 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/guardians 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 player 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 player's conduct. If a problem arises at any time we will be contacted by the coaching staff or Team Manager.
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 player's status with regard to her team, we will follow the process of discussion described in the handbook

11. If we remove our player from a competition without previous permission from the head coach, LLVC will consider them 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.
15. Parents/guardians and players should remember that playing time is earned. Working hard in practice to improve skills and consistency will determine how much playing time they will get. The parent's/guardian's role is one of support to the players, coaches and club. Parents/guardians 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.
 - a. Parents/guardians are not to approach coaches regarding team issues. We encourage player communication with their coaches.
 - b. If a parent/guardian 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.
 - c. At no time should a parent/guardian approach the coach during a game. No parent/guardian should come onto the court for any reason during competition. Parents/guardians must not contact any coach for 24 hours after a match to discuss a player situation unless the athlete's safety is in jeopardy.
16. If you would like to speak to a board member it MUST be scheduled. Do NOT approach a board member with a concern at their place of employment or outside that scheduled pre approved time.

V. TEAM MANAGERS:

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

Responsibilities:

1. Help plan end of season party/ order coaches gift as team sees fit
2. Collect jerseys at the end of season
3. Helps facilitate team specific requirements such as club fundraising
4. Help with team bonding. Examples: locker signs, encouraging notes, parental/guardian rotation for breakfasts for early morning practices.
5. The Team Manager is not an assistant coach and is not involved in any coaching decisions regarding line-ups, playing time etc.

VI. BULLYING POLICY:

Bullying in no shape or form will be tolerated! By any members of LLVC. Coach, player, parent or board member. 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 Procedure:

1. Report all incidents of bullying to your coach, your Team Manager, 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 members 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 the alleged bully and their parents/guardians (if applicable) 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.
 - a. If the bully is a player of our club, 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.
 - b. If the bully is a non-player and in a gym-like situation you may be asked to leave.
5. If a second incident of bullying is reported against a member, and the panel deems it appropriate to take action again, that said alleged bully will be asked to resign from LLVC for the remainder of 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 become a member the following season.
6. If a third incident of bullying is reported against a member, 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.

VII. GRIEVANCES:

A. GRIEVANCE PROCEDURE

LLVC is committed to providing a safe and inclusive environment for all of our members. We understand that disagreements and grievances may arise. We are dedicated to addressing all grievances promptly, fairly, and with respect to all individuals involved.

Our grievance procedure applies to all players, coaches, board members, volunteers and parents/guardians of players within our club. The below procedure is designed to help players and parents/guardians with questions, concerns, or problems that may arise during the course of the season.

24-hour rule: If the athlete or parent/guardian has a concern arising from a tournament or practice that needs to be addressed, they must wait at least 24 hours after the conclusion of the event to discuss the issue with the head coach. We trust that parents/guardians will be timely in communicating with coaches regarding potential issues that would distract that coach from their primary objective of coaching the team. **Please do not approach the coach immediately prior to the start of practice or game, the coach must focus on the athletes' and the training required during practice and games.**

Procedure:

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 parties involved:

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. If the grievance is successfully resolved at this stage, no further action is necessary.
2. If there continues to be a concern following your player's attempt to find a resolution with the coach, the player or parent/guardian may write a formal grievance to the LLVC Grievance Coordinator.

The grievance should include:

- A clear and concise description of the issue or concern
- The names of individuals involved
- Any relevant dates, times, locations, etc.
- Supporting evidence, if available

Please submit your grievance to: llvc.grievances@gmail.com

Once the Grievance Coordinator receives your email, they will promptly review your case. The Grievance Coordinator may set up a meeting/interview with involved parties to gather additional information.

From here, the Grievance Coordinator will determine an appropriate, impartial resolution. Both the grievant and respondent will be informed of the resolution in writing.

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, and the LLVC Board of Directors. The board will conduct a further review and provide a final decision.

Confidentiality: All information related to the grievance process will be handled confidentially and shared only with individuals directly involved in the resolution process.

Non-Retaliation: LLVC prohibits retaliation against any individual who files a grievance or participates in the grievance resolution process. Any acts of retaliation will be subject to disciplinary action.

Review and Update: This Grievance policy will be reviewed periodically and updated as necessary to ensure its effectiveness and alignment with club values.

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.

VII. LLVC BOARD:

The LLVC strives to have a balanced board of parents, coaches and community members. We are always open to suggestions. Refer to our bylaws for Board responsibilities and requirements.

A. MONTHLY MEETINGS:

The LLVC Board holds monthly meetings typically the first Wednesday of each month. If you cannot attend a meeting and would like to listen in, reach out and we will try and make accommodations.

B. CONTACT INFO:

ladylakersvolleyballclub@gmail.com

IX. GLOSSARY:

Intellectual/Copyright Property- Intangibles owned and legally protected by accompany or organization from outside use or implementation without consent. Includes all written materials, designs, software, web information and all content related to our games and products such as game designs, field designs, rules, handbooks, and any other written, artistic, musical, software, and visual materials (the "Copyrighted" material).

Game/Set: A team that has scored 21 points rally scored and is at least two points ahead is the winner of the set.

Match: A match consists of the best two-out-of-three sets. The third set shall not be played unless it is necessary to determine the winner of the match. If a third and deciding set is played, a team scoring 15 points and is at least two points ahead is the winner.

Member: The membership of the LLVC will consist of those persons currently elected to the Board of Directors, along with the balance of the membership. The membership will consist of each family who has a child participating on one of the LLVC teams, and coaches of each LLVC team.

Household: A household is defined by individuals who are living together under one economic unit