



2025-2026

WELCOME

Welcome to the NorthStar Volleyball Club (NSVC). We are proud to be part of the United States Volleyball Association. The USAV has divided the nation into 40 geographic regions. Each region's goal is to offer the USAV experience. We are part of the North Texas Region, which is comprised of the geographic area of The North Texas Region (NTR) of USA Volleyball is comprised of a wide range of cities across North Texas. It is a large region with over 100 affiliated clubs. These clubs are spread out, extending as far west as Abilene Dallas-Fort Worth-Arlington Metropolitan Statistical Area, Addison, Carrollton, Mesquite, Rockwall, East Richardson, Garland,,Allen Aledo, Duncanville, Frisco, Grapevine, Mansfield, Plano, Terrell, and as far east as the Texas/Louisiana border.

**We adhere to SafeSport Policies (Please see the full SafeSport Handbook here:
https://www.volleyballreftraining.com/SafeSport/includes_resources/SafeSport_Handbook_6_14.pdf**

CONFIDENTIAL

Introduction

Our player handbook is designed to educate you about our club, our coaching philosophy, and how to be successful within the North Star Volleyball Club (NSVC). It is an accumulation of rules, regulations, policies, and facts at the time of its latest revision. Our NSVC handbook is intended to be used in conjunction with the North Texas Region Participants' Handbook/Operating Code, the USAV Domestic Competition Regulations, and the USAV Guidebook. We hope this handbook will provide you with useful information in your decision on whether to play for North Star during the upcoming season.

Coach Information Head Coach: Jasmine Dabbs, jdabbs@northstarvolleyball.com

From the Coaches Desk:

This handbook is a representation of who North Star volleyball is as an organization and an illustration of North Star's coaches and staff deem to be the central facets of our volleyball program. Volleyball should be a positive and memorable experience for all involved, especially for high school players, as this will be a core memory of their experience. Coaches' goals are to provide players with the opportunity to be the best volleyball player they can be, but athletes also must work hard, sacrifice, uphold a positive attitude, remain committed, humble and display GRIT, leadership and followership. We intend to teach volleyball, instill discipline, encourage classroom success, prepare players through off-season conditioning, and build UNITY through hard work and commitment to a common goal of a successful volleyball season. Life accomplishments are never easy or given to us and can be very tough to achieve. Hard times require a optimistic viewpoint and attitude to continue striving to progress.

A player's level of development or improvement is directly related to the amount of effort put forth. We, as coaches, expect players to make great effort in everything we instruct players to do. While expecting great effort from players, coaches expect great effort from each other as well. It would be unfair for the coaches to expect more of a player than the coach is willing to give themselves. For all to understand their role, everyone involved should realize the concept of "**Team Before Self.**" Coaches will show a genuine interest in the well-being and concerns of each player as an individual; however coaches, players, parents and administrators cannot put their interests before the team's best interest. As coaches, we will emphasize the importance of player accountability. It is expected that players will be individually responsible for their actions and day-to-day choices. Everyone should remember, "**Playing volleyball is a privilege, not a right.**" There is no room for special privileges on a team. Everyone is expected to abide by the same standards and receive the same consequences when they do not. In the event an individual player fails to follow and abide by guidelines laid out here, that player may be removed from the team.

The North Star Volleyball Program demands commitment from student-athletes, and we do not tolerate absences or tardiness for our practices, games or other scheduled events. There is a lot to learn in a relatively short amount of time, so good attendance helps both the player and the team. We need you to support us in this effort and make sure that your player is available for the scheduled practices, games and other events such as team building and fundraising. Thank you for allowing your player to be a part of our program. Together we will have a lot of fun while working hard towards our goals. Coach J.

NOW LET'S PLAY SOME VOLLEYBALL

Table of Contents

NSVC PLAYER HANDBOOK (2025-2026)	8
Mission Statement & Coaching Philosophy	9
Vision	9
Motto	9
Statement of Purpose	9
Core Values	10
NSVC Club Success	11
NSVC Leadership & Administration	12
Leadership Coaching Staff	13
NSVC Teams	14
Developmental Volleyball	14
Club Volleyball	14
Team Division Groups	15
Team Performance Principals	17
NSVC Tryouts	18
Tryout Preparation	18
Items Due at the Time of Commitment:	19
Parent Meeting	19
Chaperone	19
Scorekeeper Clinic	20
PLAYERS AND TEAM MEMBERS	21
Player Expectations and Guidelines	22
Player Expectations	22
Players Involvement & Guidelines:	22
Player Academics	23
Practice	24
Attendance Policies	26
Cellular Phones and Social Media	28

Tournaments.....	28
Tournament Guidelines	29
Travel	34
Travel Policy for North Star Volleyball as adopted by SafeSport	34
Grievance Procedures	37
Communication Protocols	38
Club Communication Ladder	38
Coaches Grievances	40
Contact Information	40
Communication Ladder	40
Tournament and Post-Match Communication Guidelines.....	41
PARENTS AND NORTH STAR.....	42
Parental Involvement & Guidelines:	43
Ten Commandments for Parents with Athletic Children	49
Financial Policies	50
Payments & Fees	51
Team Fees/Tuition:.....	51
Teams Fees and Tuition- NOT COVERED:	51
Billing and Payment Policies:	51
Late Fees or Returned Item Fees	52
Statements	52
Payments	52
Delinquent Payments.....	52
Refund & Cancellation Policy.....	53
Drug, Alcohol, and Tobacco Policy.....	55
Prohibition Against Harassment & Discrimination:	55
Sexual Harassment Includes, but is not limited to:	55
Waiver of Liability.....	56
North Star Athlete Code of Conduct	57

Athlete/Player Agreement & Consent:59
North Star Parent Code of Conduct60
Parent/Guardian Agreement & Consent61

CONFIDENTIAL

NSVC PLAYER HANDBOOK (2025-2026)

Players CODE OF CONDUCT

The players' code of conduct is the club's expectation of all players.

Parents CODE OF CONDUCT

The parents code of conduct is the club's expectation of all parents.

Mission Statement & Coaching Philosophy

Our mission for student athletes is to facilitate a positive constructive environment that supports sound fundamental volleyball skills and a steady development to maximum a player's potential to become competitive volleyball players.

Our coaches' main goal for student athletes is education, development, confidence, skill, while physically, mentally, emotionally, and spiritually aiding players one by one to become positive leaders in society.

Vision

An organization where players can reach their academic, athletic, and personal potential through hard work, positive character, commitment, and faith.

Motto

Believe it, Work at it, and Receive It! - Mantra Manifestation

Statement of Purpose

Our purpose is to provide positive coaching practices and a well-rounded volleyball experience that nurtures skill development and a love for the game, while also promoting the development of valuable life skills such as leadership, followership, faith, character, communication, teamwork, and resilience. NSVC aims to create a positive and challenging environment where players can learn, grow, and reach their full potential, both on and off the court. Our goal is to create a strong and supportive team culture that encourages grit, a commitment to God, oneself, and excellence.

Core Values

1. **Caring:** Involves showing kindness and concern for others, being sensitive to their needs, and helping them.
2. **Honesty:** Means being truthful, having integrity, and acting in a way that earns trust.
3. **Teamwork:** To be a successful volleyball team, there must be collective efforts of all players to achieve a common goal beyond winning the game. It involves togetherness, cooperation, communication, and mutual support because individual skill alone is not enough for success.
4. **Respect:** Treating others as you would like to be treated, valuing their worth, and being mindful of their feelings.
5. **Leadership:** Is not control, or being the boss, it is knowing how to effectively and successfully get to the finish line with transparency and integrity. Individual and team leadership is expected to foster unity, encourage teammates, communication and help the team achieve its goals through collaboration and positive influence, often through modeling strong work ethic and sportsmanship.
6. **Followership:** Is not just being told what to do and succeeding at it. It is being able to work together with leadership to accomplish a common goal.
7. **Responsibility:** Being accountable for your actions and decisions, doing what is right, and fulfilling your commitments.
8. **Faith:** May involve spiritual growth, belief in something higher, and finding meaning and purpose in life. Believing and working at the impossible, or what you can see, or figuring out how to obtain.
9. **Sportsmanship:** Demonstrating good sportsmanship, fair play, and respect for opponents and referees.
10. **Positive Attitude:** Maintaining a positive outlook, being optimistic, and seeing the good in situations.
11. **Positive Social Interactions:** Engaging in respectful and inclusive interactions with others, building healthy relationships, and fostering a sense of community.
12. **Confidence:** It is a belief in one's ability to succeed in sports, encompassing both physical, emotional, and mental preparedness. Developing and maintaining confidence is vital for achieving optimal performance and overcoming challenges.
13. **Perseverance:** is the unwavering commitment and determination to continue striving towards athletic goals despite challenges, setbacks, and adversity. It's a crucial trait for athletes of all levels, enabling them to push through difficult situations, improve their skills, and ultimately achieve success.

NSVC Club Success

As a new club in the North Texas Region, we hope to achieve the same success as our recreational teams, placing 1st and 2nd rankings in the last two years. With such hopes and the difficulty of competitive volleyball we understand that this will come with changes of players, staff, practices, etc. Club volleyball for NSCV is not just about wins and losses but more about the present and how to achieve the players' desired future, their purpose, and their passion. NSVC success is not measured just on team success alone, but with a cohesiveness of individual success that includes spiritually, physically, mentality, emotions, academics, and professionally to develop sound leaders. As a new club we are committed to excellence, hard work, discipline and dedication of athletes.

“MANTRA MANIFESTATION”

NSVC Leadership & Administration

Club Director

Jasmine Dabbs – Director & Owner

Club Coaching Leadership

Jasmine Dabbs - Head Coach & Club Prep

Nubia Hernandez - Assistant Coach & Club Prep

Mattie Burch - Coach & Club Prep

Kabiratu Deraco - Parent Coordinator

Gwendolyn Alexander- Chaplain & Life Coach, Conflict Resolutions Specialist

Ashley Dabbs- Licensed Therapist

Club Recruiting Leadership

– Recruiting Coordinator

Nakia Burch - Recruiting Assistant

Club Administration

Freddy Flores – Website Developer, Marketing & Social Media Coordinator

Jazmine Davis – Administrative Assistant

Club Physical Training Leadership

Contract in Progress - Club Trainer

Contract in Progress - Club Physical & Conditioning Training Specialist

Leadership Coaching Staff

All of our coaches have provided the Club with their biographies and undergone a review by the Executive Board. Head coaching staff shall comply with North Texas Region:

- Be registered with the North Texas Region as a member/coach;
- Have attended and completed an IMPACT Clinic and be so certified;
- Attend a referee/scorekeeper clinic annually;
- Be SafeSport Certified;
- Have satisfactorily passed a background check; and
- Sign the Coaches Code of Conduct/Ethics
- Signed the Coaches Non-Compete Agreement
- Signed the Coaches Contract
- Have past Volleyball experience
- Have past coaching experience



NSVC Teams

Developmental Volleyball

Teams Type	REC	REC	REC	Pre-Club	Pre-Club	Pre-Club	Pre-Club
Age	4-5	6-7	8	9	10	11	12
Team Name	Angels	Lil Stars	Dream	Brights	Brights	Supernova	Supernova
Grade Level	PreK/ Kinder	1 st & 2 nd	3 rd	4 th	5 th	6 th	6 th
Team Colors	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White

Club Volleyball

Teams Type	REC	REC	REC	REC	Pre-Club	Pre-Club	Pre-Club
Age	12	13	14	15	16	17	18
Team Name	New Birth	Glory	Shiners	Stars	Sky	Magi	True North
Grade Level	6 th	7 th	8 th	9 th	10 th	11 th	12 th
Team Colors	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White	Yellow Blue White

Age Bracket Determination

2025 - 2026 Club Ages	Date of Birth
11 & Under	Born on or after July 1, 2014
12's	Born on or after July 1, 2013
13's	Born on or after July 1, 2012
14's	Born on or after July 1, 2011
15's	Born on or after July 1, 2010
16's	Born on or after July 1, 2009
17's	Born on or after July 1, 2008
18's	Born on or after July 1, 2007

Team Division Groups

National Teams
Experience: Semi – Advanced & Advanced
Club Ages: 13U -18U
Goal: High-level players who are pursuing to play in college. Designed for advanced players who demonstrate superior skills, commitment, and the desire to compete at the highest levels. You'll participate in elite tournaments nationwide, showcasing your talent against the best in the sport. Elevate your game, get scouted, and pave your path to collegiate opportunities. Commit to reaching your peak performance and become a standout player. The primary focus will be winning at Jr. National or AAU Nationals and getting exposure to college recruiters.
Commitment: Attending all practices and tournaments is MANDATORY! Club volleyball is the priority.
Season: November-June
Game Play: 10 - 12 Tournaments, including USAV Qualifiers and AAU or USAV Nationals
Travel: Some Included
Practice: 2 to 3 Times Per Week and 1 Conditioning Practice
Tuition Total: \$3750.00 (Player Package not included)(2 Jerseys, Practice Shirt, Back Pack, Hoodie, Pants, Arm Sleeves)

Regional Teams
Experience: Elite Intermediate & Semi – Advanced
Club Ages: 13U -18U
Goal: Competing intermediate to high-level tournaments. The primary focus will be winning as many tournaments as possible in local and state and getting qualified to play at Jr. Nationals or competing in AAU Nationals. Gaining exposure to college recruiters are also part of the goal.
Commitment: Attending all practices and tournaments is MANDATORY! Club volleyball is the priority.
Season: November – June
Game Play: 8 to 10 Tournaments, AAU, and 8 Recreational (Rec Optional)
Practice: 2 to 3 Times Per Week and 1 Conditioning Practice
Tuition Total: \$2350.00 (Player Package not included))(2 Jerseys, Practice Shirt, Backpack, Hoodie Pants, Arm Sleeves)

Local Teams
Experience: Intermediate
Club Ages: 10U -18U
Goal: This level is geared toward the enhancement of skills and competitive edge. This program focuses on comprehensive development, including technique refinement and tactical knowledge. You'll compete in tournaments throughout the state of Texas, gaining valuable match experience and exposure. Our dedicated coaching staff is committed to nurturing your

potential, fostering team dynamics, and preparing you for the next level players who wish to play for high school top team and aspire to move up to Regional Teams
Commitment: Attending all practices and tournaments are highly encouraged. A limited number of excused absences are allowed (school and medical reasons).
Season: November to April
Game Play: 6 to 8 Tournaments and 8 Recreational
Practice: 1 Times Per Week and 1 Conditioning Practice
Tuition: \$1850.00 (Player Package not included) (2 Jerseys, Practice Shirt, Backpack, Hoodie, Pants, Arm Sleeves)

Elite Developmental Teams
Experience: Advanced Beginner
Pre-Club Ages: 10U - 12U
Goal: This program emphasizes skill development, understanding of the game, and personal growth, all within a supportive and fun environment. Participating in games and tournaments to move up to local teams while it is also designed to build confidence and team spirit.
Commitment: Attending all practices and tournaments are highly encouraged.
Season: November to April
Game Play: 8 Recreational per season (36 games without AAU (Fall, Winter, Spring, Summer with 2 playoff opportunities in Spring and Fall) some AAU. All seasons are optional.
Practice: 1 Time Per Week and 1 Conditioning Practice, Summer: 2 Times per week
Tuition: \$300.00 per season (Non-refundable). Summer: \$500.00 (Subject to change with decrease).

Developmental Teams
Experience: Beginner
Pre-Club Ages: 4U - 10U
Goal: Players who wish to develop their skills to pursue the possibility of moving up to the elite developmental or local team level, and competing at developmental & local games tournaments.
Commitment: Attending all practices and tournaments are highly encouraged.
Seasons: 8 Recreational per season (Fall, Winter, Spring, Summer with 2 playoff opportunities in Spring and Fall). All seasons are optional.
Game Play: 8 Games each season, 2 play off opportunities in Spring and Fall
Practice: 1 Time Per Week, Summer: 2 Times per week
Tuition: \$250.00 per season (Non-refundable) Summer: \$375.00

ALL PLAYERS AND PARENTS WILL NEED TO PURCHASE THEIR OWN MEMBERSHIPS WITH SPORTS ENGINE, USA VOLLEYBALL, AND AAU. (this is complete in our First Club meeting or Pre club- meeting.

Team Performance Principals

1. **Team Unity:** is a group of diverse individuals who have become one in mind, vision, and feeling, working together towards a common goal. Unity enables a team to rise above obstacles and reach or exceed its potential.
2. **Competitiveness:** is a state of mind that leads the body to action. Competitive players have passion, grit, mental toughness, and an utmost desire to win. Competitive players play with intensity, they take risks, and play with authority.
3. **Passion:** Passion causes a player to have motivation, dedication, persistence, and a strong work ethic on and off the field.
4. **Self-Sacrifice:** Sacrificing the self is when a player totally and completely dedicates herself to her team and her sport with utmost integrity and respect.
5. **Trust:** A player must trust in her ability, the coaches, and in her teammates, to perform under any circumstances. When a player does not trust her ability, she will begin to face her actions instead of just reaching to a situation.
6. **Knowledge:** Players must give priority to the process and not just the outcome. This involves focusing on performance of the current action, instead of focusing on the results of those actions.
7. **Initiative:** Doing things without being asked; includes helping set up and take down equipment during practices and games.
8. **Resilience:** The ability to let go of errors

NSVC Tryouts

NSVC will hold open tryouts each year from the months of July- September to select players for our teams. Our tryouts will comply with the North Texas Region policies. A player can try out in separate formats of tryouts.

- I. **Recreational Tryouts:** A player practices and plays recreational volleyball on our rec teams for at least one season, unless the coach and director feel the player is ready. Additionally, the player must practice at least two practices and play 1 game. The player is required to pay associated rec fees to participate, and all fees are non-refundable.
- II. **Regular Tryouts:** Tryouts are two half days ending with a game of volleyball. The price for tryouts is \$65.00, which is non-refundable. Same day sign ups are \$100.00.
- III. THERE ARE NO TRYOUTS FOR PRE-CLUB 8U or younger .

Tryout Preparation

If possible, download and fill out all the needed paperwork before you come to the tryout. Be sure to get there early. Arrive 30 minutes prior to check in. Contact us to let us know if you will be arriving late because you are coming from another tryout. Let the lead tryout coach/tryout coordinator know if you are trying out while injured or must leave early for whatever reason.

→ Items to bring to the tryout:

- NSVC Club Participant Agreement
- Non-Refundable deposit (\$350.00).
- Participant Release of Liability
- Medical Release
- 2x3 Head Shot of your athlete
- Copy of Birth Certificate
- Wear practice gear – i.e., shorts/spandex, t-shirt, socks, kneepads, volleyball/athletic shoes
- Water Bottle
- No artificial nails

In line with the USAV code of conduct, NSVC requires both athletes and parents to demonstrate emotional maturity. Emotional maturity refers to the ability to regulate one's emotions effectively regardless of the circumstances, exhibiting responsible and appropriate behavior. Our athletes are expected to face rigorous mental and physical challenges in order to reach their full potential. Thus, we expect our athletes and parents to commit to and participate fully in the schedules they sign up for, including being mentally and physically prepared for the demands of the schedule.

Notification of Selection

All players will be notified by email and a follow-up phone call or zoom of their placement (either on the team or an alternate) no later than one week after their tryout.

- A. With this first phone call we will let you know what team you have been chosen for.
 - i. We will ask you if we are your first choice, one of several choices you are actively considering, or if you have decided to play for another team. Please be honest with us as it does not affect our desire to have you play for North Star, but it does help us communicate accurate information to our alternates.
- B. Player and Parent must verbally commit to the team.
- C. The verbal commitment is not binding
- D. Player and Parent must sign a letter of intent that will be formalized on the commitment day, along with a (\$350.00) non-refundable deposit. However, If the offer is denied, North Star reserves the right to offer the spot to another player.

Items Due at the Time of Commitment:

- A. USAV Membership
- B. USAV Medical History and Release Form
- C. USAV Parent/Spectator Code of Conduct Form
- D. Parent Code of Conduct Form
- E. Player Code of Conduct Form
- F. **Non-refundable** deposit (\$350.00)
 - i. **Remaining balances due: 1st of each month beginning September and ending in June**

Parent Meeting

- All North Star teams will have a mandatory parent meeting. Location and times will be posted for each team on the club website. We have several tasks that need to be completed during this meeting:
- Coach's expectations
- Dates for practices and prospective tournaments
- Parents Q & A about upcoming season
- More

Chaperone

The chaperone position is required for all USAV teams, and they are listed on the team roster.

- A. The main chaperone listed on a team's roster must be unique to that team and cannot be the sole chaperone on any other team.
- B. Assistant coaches can be chaperones as long as they are at least 25 years old and are not the head coach of another team.
- C. The chaperone's duties shall be solely to supervise and chaperone the players outside of competition, as the safety of the players is a prime concern.
- D. All chaperones must sign the Chaperone Responsibilities Form and Parent/Spectators' Code of Conduct upon registering.

- E. The Chaperone registration fee and background screening fee will be paid for by the Chaperone.

Scorekeeper Clinic

Every player and coach is required to attend a scorekeeper's clinic.

- A. The clinic is free for NSVC players, coaches, and adult chaperones that wish to attend.
- B. If players are not able to attend the scheduled club clinic, then they need to contact the club director to find out information on makeup clinic options.
- C. **Players will not be put on a roster until they have attended a scorekeeper clinic.**

CONFIDENTIAL

PLAYERS AND TEAM MEMBERS

CONFIDENTIAL

Player Expectations and Guidelines

Participating in club volleyball requires a large amount of time and financial commitment for the student-athlete and parents. That is why North Star Volleyball would like each student-athlete to get the most out of their investment. Becoming an organized, dedicated, and confident student-athlete is one advantage to this commitment. The commitment also provides the potential opportunity to continue to play in the future at the college level.

“FOLLOW YOUR DREAMS”

“WORK AT YOUR DREAMS”

“PURSUE YOUR DREAMS”

Player Expectations

Players’ expectations often include being a team player, maintaining a positive attitude, demonstrating club spirit, respecting coaches and officials, and adhering to rules regarding tobacco, alcohol, and illegal substances. However, it is important to North Star Volleyball that we build players who are assets to society. It is not just about the physical player but about the player’s character, emotional and spiritual wellbeing, physical and mental wellbeing, along with academics. It is also a goal that every player goes to college and receives a degree. North Star believes that although our mission is hard, it is not impossible if the player is striving with grit as well.

Players Involvement & Guidelines:

Players must respect all coaches, players, others from NSVC for parents from other clubs, officials, and rules set before them. NSVC coaching staff has not only played but also studied the game along with each player's strengths and weaknesses. NSVC, and coaches, will do our best to recognize the strengths in every athlete and play them in a position where their strengths will show and provide the best results for the team.

- a. Parents, please remember that practice is a time to improve and work on weak areas of the game, and advance the current strengths of the player
- b. Games and scrimmages are where we implement what we have practiced.
- c. All players struggle with something, and all players have bad days so constructive and positive support is necessary.

Player Academics

By reading and signing this contract, we (player and parent) understand the expectations and will follow them. Any violation of one or more of the rules covered in this handbook may lead to the forfeiture of the player's spot on the team. Any violation will be dealt with accordingly.

The Importance of Academics

As an athlete, you will be expected to give priority to your schoolwork. Your schoolwork can be enhanced by athletic participation. However, your schoolwork should never be used as an excuse to miss a team event. If you are a true student-athlete, then you will take care of schoolwork in a timely manner to be sure neither your school nor your athletics suffers.

Parents must notify the coaches if the athlete is failing any classes or having major difficulties in school.

School

School should be the highest priority in your life besides your family. If you fail in school, it is certain that you will fail in volleyball as well. Being successful in school does not only mean passing your classes but should mean passing with above average grades.

There should be absolutely no behavior problems in or out of school. Always treat others with respect. Be respectful to authority figures. Rules are made for reasons and should be followed. If you have difficulty fitting into the structure of society and school, you will never be successful as a volleyball player. If you can't be disciplined in school and in your community, you will not be disciplined on the court. Hard work, dedication, and discipline are the most important aspects of life, school and North Star Volleyball.

Social Media

To wear the North Star jersey is a PRIVILEGE. You have been chosen to represent North Star on and off of the volleyball court, including your social media platforms. As such, each player will be responsible for what is put on their platforms and will be held accountable. A strict enforcement of this policy will be in place the entire season and disciplinary action will be decided upon by the Board.

Academics: I will/understand that:

- I. Attend all classes during the day. I am a STUDENT athlete, and a student comes first.
- II. Player/ Student must be passing to participate in the sports organization. Progress reports and report cards are to be turned into the coach by email with apparent signature.

- III. Tutoring comes before practice, but you must have your academic paper signed by your teacher.
- IV. Player must maintain at least a 3.2 GPA.
- V. Communicate to your coach when you are staying for tutoring or extra credit. (Please get your academic paper signed).
- VI. Provide school schedules for missed games or practices for school activities.
- VII. School disciplinary problems are not accepted. **YOU MUST BE A LEADER AND LEAD BY EXAMPLE.**
- VIII. If I am suspended from school, assigned in-school suspension, or attending Academic Intervention, I may not participate in either a practice or a game. Suspension from school will also result in loss of play for an additional game, but the player is allowed to be in their team shirt on the bench, supporting their teammates.

Practice

North Star competitive teams strive to practice a minimum of 2 times per week. Team practices are usually 1.5-2 hours in length depending on age group. Some teams may have additional specialty practices based upon coach preferences for their teams. Coaches will sometimes schedule additional practices in preparation for major tournaments. There are times when our practice schedule will change based on weather conditions or school events.

A. Practice Rules

Our focus with practice is to improve the skills and techniques in every aspect of volleyball to each player. To achieve that, certain rules are required by all teams as detailed below:

1. Must be passing academically.
2. Every practice is important. It is expected that each player will exercise good time management skills so that scheduling conflicts are kept to a minimum.
3. All athletes are expected to make every effort to attend practice. If a player must miss a practice, a telephone call, group me, text, or email to their head coach is expected at least 24 hours before practice, unless of an emergency.
4. Do not rely on a teammate to tell your coach about your absence.
5. Advanced notice is expected if the missed practice is due to vacation, school function or another event scheduled in advance.
6. Missing practice may result in a loss of playing time based on whether the absence was excused and the expectations set up by the coach.
7. Excused absences are for family or school events in which the player cannot control the scheduling of that event (concerts, plays, or games.)
8. Players who can only attend a half hour or 45 minutes of practice because of another event should still come to practice. It is much better to get some practice time rather than miss the whole practice.

9. Injured athletes who can attend school are expected to attend practice to support their team and be available to help where they can, even if they cannot physically participate in practice.
10. Players with fever or stomach flu (diarrhea and/or vomiting) should not come to practice.
11. Scheduled practice time is starting time. Please arrive early enough to be dressed and completely ready for practice by start time. This usually requires arriving not less than 15 minutes before the start time.
12. Parents may not coach or offer instruction to their daughter or another team member at any time during practice. Parents are not permitted on the court, unless requested by the coaching staff.
13. There will be no jewelry allowed at practice.

Playing Time

Playing time, for many players and parents, is a central concern that can distract from our focus on the team's success and can often create divisions within the team. At North Star Volleyball we believe that playing time is earned. In any case, every player will have an opportunity to compete for playing time within their position during practice, but playing time during tournaments is not guaranteed.

NSVC will do its best to play every player, however every player playing time may or may not be equal to another player; as this depends on skill, commitment, practice attendance, mastery, attitude, character, opponents and academics.

1. If you feel you must discuss your playing time with a coach, please refrain from doing so during tournament play OR in the open or public. If you would like to talk to the coach regarding playing time, please set up a meeting to discuss your concerns.
2. These meetings can be via zoom, in person, or teams and all meetings will be recorded and must be scheduled within a 48-to-72-hour window of the actual appointment. Please remember that the coaches need to be just as focused during tournaments as the players.
3. Before reaching out to coaches let your player advocate for themselves and schedule a time to communicate their concerns to their coaches and see if there can be a resolution prior to parental involvement and allow adequate time to see changes.

A player's court time will be affected by the following:

- i. Academic Grades
- ii. A Player's Practice Attendance
- iii. A player's ability to perform at the necessary level for a skill or position
- iv. How a player's attitude adds to or detracts from the chemistry or performance of the team
- v. A player's past performance during the tournament or the last week of practice
- vi. A player's effort and work ethic

- vii. The importance of the match
 - viii. The needs of the team in the present as well as later in the season
 - ix. Not being in good standing with respect to team fees
4. Some generalizations can be made with regard to playing time issues. It is our goal that all players have some on-court role every match. There may be exceptions to players recovering from injuries, problems with adherence to team rules/policies or when teams are trying to win a bid/move to the gold bracket of tournament
- a) Play in a multi-day tournament.
 - b) Playtime is generally more equal at the younger age groups (Developmental)
 - c) Playtime will vary by position with some positions playing all the way around the court and some playing only front or back row.
 - d) Playtime is more equal during pool play than in tournament play.
 - e) Playtime may be more equal earlier in the season as coaches are exploring different lineups and identifying starters.
 - f) Playtime may be more equal in one-day regional tournaments compared to multi-day tournaments, qualifiers, or regional tournaments.
 - g) Position and time on court are determined by the needs of her current club team, not her history from past seasons or the current needs of her school team.

All playing time is decided by the coaches and is not negotiable. Coaches have the right to play whomever they think is best suited for a position and who helps contribute to the team's development and success.

5. Here are some suggestions on how to talk with your coaches about playing time.
- a) Avoid language that is demanding or accusatory. Instead ask, "what can I do to play more..."
 - b) Avoid seeking to talk to your coach when you are emotional. We seek to utilize the 24-hour rule if possible.
 - c) Parents may participate in the conversation with the coach, but the player should always be present when discussing playtime issues. We will not discuss other players on the team but will focus on what you, the player, needs to do to have opportunities to play more.
 - d) While email or a phone call can start a discussion, we prefer that all playtime discussions be in person with the coach and the player and scheduled before or after practice.

Attendance Policies

Expectations around attending practices and tournaments, along with procedures for notifying coaches about absences or tardiness, are usually detailed.

1. Absences

Absences are categorized as acceptable or unacceptable.

- a) **Acceptable absences:** include attending a funeral, being ill, participating in family vacations or travel, or fulfilling academic obligations.
- b) **Unacceptable absences** include attending social events like concerts or hair appointments or skipping practice due to fatigue.

Missing practice for an unacceptable reason may result in reduced playing time at tournaments. Repeated unacceptable absences will lead to a formal warning and, if necessary, removal from the team.

If a player cannot attend a practice, they must inform their coach at least 24 hours in advance, whenever possible. Younger players (up to 12 years old) may have a parent communicate on their behalf, but older players (13–18 years old) are expected to notify their coach directly. Coaches will outline their preferred communication methods at the start of the season.

2. Academic and Time Management

We value the dedication our athletes demonstrate in balancing academics and athletics. With practices totaling just four hours per week, athletes must manage their schedules effectively to prioritize North Star events. Staying on top of academic responsibilities is a key expectation for all players. By adhering to these guidelines, athletes contribute to a focused and successful team environment.

3. Practices Guidelines and Protocol

a. Strength and Conditioning Classes

Strength and conditioning classes for regional-level teams will be offered. These sessions will run from January to May.

- b. In January, athletes will receive a schedule of available session times for group training. Players are also welcome to drop into other sessions throughout the week to gain extra training and enhance their performance.
- c. Strength and conditioning sessions are an integral part of our program, designed to enhance athletic performance and prevent injuries.
- d. These sessions are built into the practice schedule for all national, regional and some local teams depending on availability and are mandatory once a week. Attendance at these sessions are as important as attending regular practices and should be treated with the same level of commitment and seriousness.
- e. Athletes also have the option to enroll in additional strength and conditioning classes throughout the year to further their development. This opportunity allows athletes to continue building strength, agility, and endurance beyond the required

sessions. By participating fully in these sessions, athletes will gain the physical tools needed to excel on and off the court.

Cellular Phones and Social Media

- 1) Cellular phone and social media usage have been proven to separate individuals from one another in a group setting, it is for this reason that during practices, tournaments, and team events that the use of these items may be restricted.
- 2) Cell phones and other forms of technology used during restriction times that cause an interruption or separation from the team, or team activities will result in a player losing the privilege of using these items while with the team during the season.
- 3) If cell phones are used during team bonding activities it must be to enjoy positive benefits to uplift the entire team unit, and not used to separate one or more players from other players on the team.
- 4) Because this is becoming an issue that detracts from the life lesson goals that this program strives to create, please be advised that players, parents of players, and coaches using social media (twitter, Facebook, snap chat, and similar media) to voice unsolicited comments/pictures or the like, pertaining to team strategies or personal attacks on the NSVC club, other players or parents, and members of the coaching staff or their families may result in the related player and/or coach being dismissed from the team, and all team activities associated with the team.
- 5) The player and parents agree:
 - a) I will not post any negative comments about NSVC, coaches, staff or teammates
 - b) I will not have any inappropriate pictures posted of myself or teammates
 - c) I will not encourage peer mistreatment through social media or any aspect of life.

Tournaments

Both parties of parents and players entering into this agreement with North Star agree to adhere to the following:

1. All Tournaments are mandatory attendance for competition levels State – National
 - a) Exceptions to this are by player/parent written communication via email prior to accepting a position with North Star.
 - b) If Sickness or Injury occurs the athlete/parent must communicate to the coach with as much notice as possible to allow for alternate preparation. A doctor's note may be required at the coach's discretion
 - c) If Family Emergency occurs the athlete/parent must communicate to the coach with as much notice as possible to allow for alternate preparation.
 - d) If inclement weather – the Region will cancel the tournament and reschedule as necessary. North Star will ensure this information is provided along with any other tournament weather notifications as received. North Star will not withdrawal from a tournament and will expect attendance unless: **Cancelled by the Region or if the club**

doesn't have enough players to compete and the fee for forfeiture is split amongst players who could not participate.

All tournaments posted for each team are required. Most tournaments that North Star teams enter take one day, either a Saturday or a Sunday. The typical one-day tournament schedule starts at 8:00 AM with an arrival of 7:00 AM with pool play consisting of three or four matches followed by bracket play in the afternoon. A few tournaments will involve two days of pool play, followed by single elimination bracket play. North Star will participate in an out-of-town tournament in Shreveport, Louisiana which is a two-day play. All other out-of-state tournaments are voted on by coaches and parents for a majority vote and for participation.

Tournament gate fees, travel expenses, lodging expenses, food expenses, team bonding expenses, and other purchases are not included in the season fees

Tournament Guidelines

These cover transportation, arrival times, uniform requirements, responsibilities during work assignments, and appropriate behavior during tournaments. Proper conduct is expected for all members of the Club at all times. This includes athletes, coaches, parents, and spectators. This also means treating fans from other teams, other parents, and officials with respect. Facility rules and regulations are to be obeyed at all times by athletes, spectators, and coaches.

- 1) Players should always bring all uniforms to the gym each day.
- 2) Players must arrive wearing their designated North Star Travel Gear and bring the North Star Club Uniform for play unless otherwise instructed by their coach.
- 3) Players are expected to arrive at the tournament site by the time specified by the coaching staff.
- 4) The parents' coordinator or assistant coordinator will provide snacks, but it is encouraged to send the player with money and/or light snacks.

Tournament Transportation Guidelines

- 1) Transportation: Players are responsible for arranging their own transportation to and from tournaments.
- 2) Parents and Players must communicate if other arrangements need to be made prior to the tournament arrival.

Tournament Arrival / Departure

Players must arrive wearing their North Star Team Travel Gear.

- 1) While playing, the North Star Uniform must be worn unless otherwise instructed by the coach.

- 2) For National Level tournaments, players must arrive at the hotel the day before tournament play begins, unless the parents have communicated otherwise with the coaches
- 3) Arrival times:
 - 1 hour before matches players are scheduled to play.
 - 30 minutes before matches players are scheduled to work.
- 4) Players are expected to remain at the tournament until the team's competition concludes. If alternative arrangements are necessary, they must be approved by the coaching staff

Tournament Work Team Responsibilities

Certifications

Certifications are required by North Star and the North Texas Region. Every team will be assigned reffing duties in which they are to provide an R2, a Scorekeeper, a Libero Tracker, a Score Flipper, and two-Line Judges. North Star coaches will assign these tasks to players and parents during pre-season. Those assigned to these tasks are expected to operate efficiently and professionally during the responsibilities. This means paying attention with no distractions. Cell phones and other electronics (iPod, laptops, etc.) are NOT allowed to be out during reffing duties.

- 1) All players are expected to fully engage in their assigned roles during work matches, without distractions such as AirPods, cell phones, or eating large meals. If a player is not actively assigned a role, they should remain at their team's court or support another North Star team. If a player is leaving their court to support another North Star team, it needs to be communicated with their coaching staff.
- 2) Coaching staff must always know the whereabouts of all players.

Tournament Playing Time

- 1) Playing time is guaranteed for our Developmental and some Local Travel, Programs as Each player is guaranteed 1/3 of playing time during pool play matches, provided they are meeting attendance and expectations.
- 2) . We believe that it is necessary to foster the desire of the game early and give these players the best opportunity to grow, which can be during tournament time. Playing time will not be considered equal , but it will be fair . Fair is described as receiving multiple opportunities during each tournament to learn and experience success along with failures as this is how a player gets better.
- 3) Playing time is NOT guaranteed for our Regional and National Programs. These programs are designed for the elite players whose ultimate goals will be to succeed in each tournament that they participate with. To do so, coaches will create rotations that may ensure competitiveness and winning opportunities. We understand that winning is

not always the only focus, but it is highly emphasized with a national program. Playing time is earned as laid out in bullet “6” below.

- 4) Playing time during playoffs and in other circumstances is at the coach’s discretion, particularly if a player has missed practice prior to the tournament.
- 5) Players may be asked to play “out of position” to meet team needs. This approach encourages flexibility and growth as well-rounded athletes capable of making an impact in any role.
- 6) Please be reminded and understand that not all players will play every set, match, or day during our tournaments. Although some playing time is guaranteed at some levels, it is the coach’s discretion based on the following: player’s current abilities, potential abilities, strengths, weaknesses, attitudes, behavior, position, efforts in practice, practice attendance, opposing teams, current performance and future matches.
- 7) Athletes are NOT guaranteed to play the position they desire . Athletes may take on another role or position based on the team dynamic and should strive to embrace this and excel with it

Injury /Injury Policies

Both parties of parents and players entering into this agreement with North Star Volleyball agree to adhere to the following:

- a. All players and parents are expected to report any injury sustained during a USAV or North Star sanctioned event to your coach or Director immediately.
- b. All players are required to get a yearly physical, clearing them to play for each season.
- c. NSVC takes injuries seriously and will provide as much help as the club can for training and after care systems.
- d. Please let the coaches know if your child is injured or ill before practice starts. If your child has an injury that does not allow them to practice, they will need a doctor’s note clearing them to participate again.
- e. If a player cannot practice due to injury, it is mentally positive for them to attend games and or practices depending on the injury as it keeps them motivated to get better.

Tournament Attendance Policy

Attendance at all tournaments is mandatory. If a player cannot attend a tournament, they must notify the coaching staff at least 3 weeks in advance to find a player replacement or decide if the team must withdraw from the tournament and if the fees are recoupable.

Unexcused Tournament Absences

Failure to attend a tournament without prior communication with the coaching staff by the stated deadline will result in the following:

- 1) 1st Unexcused Absence: \$175 fine and a mandatory in-person meeting with the player, parent/guardian, and coaching staff.

- 2) 2nd Unexcused Absence: \$275 fine and a mandatory in-person meeting with the player, parent/guardian, and coaching staff.
- 3) 3rd Unexcused Absence: Removal from the team

Coaches and Director Responsibility

Coaches and the Director will work to ensure that the athletes are performing at the competitive level required at the tournaments assigned. If this is not the case, the coaches and Director will work with Parents and Players to reevaluate the tournament schedule and adjust it to remain or become competitive. This could include increasing fees if another tournament or change in tournament is incorporated.

Player Pick Up

The coaching staff will never leave a player alone. The coaching staff or parents will wait until somebody has arrived to pick up. The coach or parent will check and verify the relationship if it is not the parent or anyone listed on pick up or emergency contact. This is to ensure the safety of your player at all times. Because of this, we appreciate in advance your consideration for being prompt in picking up your player/s. If for some unusual reason, players are not getting picked up in a timely fashion, a meeting with the coaches to discuss options may be needed.

Wearing North Star

Parents and players are encouraged to wear North Star apparel at tournaments and games. At the coach's discretion, players may be mandated to wear North Star T-shirts, and warm up jacket.

Coaches Grievances

Coaches may also put in grievance on parents and players. Coaches are subject to the same protocols and procedures of the parent and player contract, unless the grievance:

- 1) Is aggressive and concerns harm or threats
- 2) Is sexual related
- 3) Is harassment related or
- 4) Puts the coach other staff or players in danger

Tournament Sportsmanship and Representation

Players represent North Star Volleyball Club and themselves in tournaments and all club-related activities. Athletes are expected to always demonstrate positive sportsmanship. Failure to do so may result in the loss of playing privileges or removal from the club. By adhering to these tournament policies, athletes contribute to a cohesive, respectful, and competitive team environment.

All Teams

- 1) Playing time and position is at the discretion of the coaching staff.
- 2) Missing practices before a tournament may impact playing time at the coach's Players may also be asked to play "out of position" based on team needs. This encourages versatility and helps players become well-rounded athletes capable of contributing in various roles.
- 3) Players represent North Star Volleyball Club and themselves at tournaments and other club events. Athletes must exhibit positive sportsmanship in all situations. Failure to do so will result in a loss of playing privileges or removal from the club.
- 4) Coaches may request meetings, team bonding, etc while at tournaments. Players are to be involved in any coach's request unless extenuating circumstances arise or the coach is aware in advanced that the athlete cannot participate.
- 5) Coaches may offer additional policies per their own teams
- 6) Parents and players agree to arrive at the tournament site at the time assignment of the coach. Additionally, if the coach requests a meeting prior to the tournament the player and parent will oblige unless discussed with coach.
- 7) Unsportsmanlike conduct will not be permitted at any time from the player, parent, friend, or any member representing that of a North Star member or the club in its whole. The member (player or parent) or representative of the member will be asked to leave.
 - a. This can include rude behavior, unnecessary comments to another player, coach, official, fan, or parent, or bad language. A player may be benched or asked to leave if this occurs at the coach's discretion.

Tournament Player Rules:

- 1) If a player knows that she will miss a tournament, be late or have to leave early from a tournament it is her/his responsibility to notify the coach as soon as a conflict is identified.
- 2) All athletes are required to be in the gym, ready to warm-up, at the scheduled start time set up by their head coach. Usually this will be when the gym opens, one hour prior to the start of the first match.
- 3) Players are expected to avoid displaying negative emotions during matches. Arguing with the officials will not be tolerated.
- 4) All athletes are required to stay at the tournament until the team has been released by one of the coaches. Typically, teams are required to ref after their tournament play has ended. We play & ref as a team, and we will leave the event as a team.

Officiating:

- 1) All USAV tournaments are at least partially self-officiated. Officiating at tournaments is the shared responsibility of the entire team, including coaches.
- 2) All players are required to help with the line judging, scorekeeping, score flipping, and down officiating. The coach may rotate officiating responsibilities but will often only use the most experienced scorekeepers.

- 3) No headsets or cell phones are to be used during officiating assignments. This also includes cell phones at the scorekeeper's table. All players and coaches will be responsible for providing their own whistles at every tournament.
- 4) No player is to level a tournament until their officiating assignment is complete as this is a team effort unless arranged by the parent, player and coach.

Team Area & Cooler:

- 1) Upon arrival, the team will identify a team area where the girls can leave their bags and hang out between playing and officiating. The area may be a room, table or simply a spot in a hallway. Either way, the team area represents our club and should be kept neat and organized at all times.
- 2) The team area is not secure, and valuables left unsupervised will be at your own risk.
- 3) Also, be sure to properly dispose of any trash and leave the area as we found it. Most tournaments do not offer concessions. Each team will be responsible for organizing their area.

Food and Drink Policy:

Many gyms prohibit food or drink other than water in the court areas, including gum. Teams may be penalized by the tournament site director if parents or team supporters ignore this rule.

Travel

The North Star travel policy places the responsibility of travel to tournaments and supervision of players on their parents. Parents are responsible for all costs of travel and meals for themselves as well as their Player unless otherwise noted by coaches. Please read the safe sport guidelines:

Travel Policy for North Star Volleyball as adopted by SafeSport

North Star 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.

- 1) North Star prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Volleyball SafeSport Handbook. North Star 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.
- 2) We distinguish between travel to training, practice and **local tournaments ("local travel")** and **team travel involving an overnight stay ("team travel")**.

Local Travel

- a) Local travel occurs when North Star 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.

- b) The employees, coaches and/or volunteers of North Star 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 North Star 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, if applicable. Parents maybe required to transport.

- a) When possible, North Star 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 North Star or the team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.
- b) 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).
- c) 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. 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.
- d) Team personnel shall ask hotels to block adult pay per view channels.
- e) 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.
- f) Family members who wish to stay in the team hotel are permitted and encouraged to do so.
- g) 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.
- h) No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their coaching and/or chaperoning duties.
- i) In all cases involving travel, parents have the right to transport their minor player.

- j) 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.
- k) 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 aft

Code of Conduct / Honor Code

1. Team members will display proper respect and sportsmanship toward coaches, officials, administrators, teammates, fellow competitors and the public at all times.
2. Team members and staff will refrain from any illegal or inappropriate behavior that would detract from a positive image of the team or be detrimental to its performance objectives.
3. The possession or use of alcohol or tobacco products by any athlete is prohibited.
4. The possession, use or sale/distribution of any controlled or illegal substance or any form of weapon is strictly forbidden.
5. Team members are reminded that when competing in tournaments, traveling on trips and attending other club-related functions, they represent both themselves and North Star Volleyball Club. Athlete behavior must positively reflect the high standards of the club.

Grievance Procedures

Competitive athletics by its very nature will not allow all players and their parents to be happy at all times. In the event that a player or parents has a grievance, please know when and how to resolve the issue. In those situations, it is not acceptable to approach coaches on tournament days to discuss playing time or coaching decisions. If a parent wants to discuss their grievance, they should follow the steps listed below.

1. The player should speak with the coach about the problem (not on tournament day). Please allow 24 to 48 hours for a public meeting. If this does not resolve the situation, go to the next step.
2. The parent should make an appointment with the coach for a meeting (not on tournament day) with the player being present. Please allow 24 to 72 hours for a public meeting
3. If the issue is not resolved in the previous steps, it shall be brought to the attention of the Conflict Resolution Specialist who will act as liaison to the club ownership. If a resolution is not made then, the conflict resolution specialist will make an appointment with all parties and the director or owner of the club.
4. The Directors' and/or Club owner's decision on all grievances is final.

Parents are asked to refrain from negative comments around their player and other players. Negative comments about a coach, or the coach's style or Club policies can have an adverse effect on a team's performance and attitude of the player. Parents can best support their athlete by helping them set goals to achieve more opportunities.

Coaches have been instructed not to discuss coaching decisions with parents. These coaching decisions include, but are not limited to specific match decisions, substitution patterns, etc. The coach will not be required to defend his/her thought process or conclusions in the determination of playing time, and it is out of line for a parent to inquire.

Communication Protocols

Good communication between Player, Coach, Parents, and Club is very important. It is critical that you provide the club and your team's coaches with all email addresses where you want information sent as well as cell phone numbers for both parents and players. The primary way that you will receive communication from your coach will be established at your team meeting in the beginning of the season. If a last-minute change occurs with a practice or with a tournament, the club will contact the team representative to spread the word among parents on the team, as well as post it to our GroupMe App and website, so be sure to check the club's GroupMe app and website regularly.

Club Communication Ladder

At North Star, we prioritize strong and respectful communication as the foundation of trust and understanding. Open communication is not only essential for team success but also a vital lifelong skill. We strive to model this for our athletes, encouraging them to approach their coaches directly with questions or concerns—whether about a skill they're struggling with, team dynamics, or something they don't fully understand.

If an athlete feels the need to address an issue, we follow a structured Communication Ladder to ensure concerns are addressed effectively and respectfully:

Step 1: Athlete and Coach Meeting

The first step is for the athlete to initiate a conversation with their coach. Athletes are encouraged to speak directly with their coaches whenever possible, as they often have the clearest understanding of the situation and can provide immediate feedback or solutions. This can be completed by scheduling a public meeting with your coach or coaches by email or GroupMe. All parties must be present in person or by zoom, with camera on. The meeting will not take place without all parties being present. The meeting will be rescheduled for another date at another convenient time.

Step 2: Conflict Resolution Specialist

If the issue persists, the next step is to involve the Conflict Resolution Specialist. The Conflict Resolution Specialist will work collaboratively with the athlete, parents, and coaching staff to address the concern. A meeting may be scheduled to ensure all perspectives are heard, and a resolution is reached together. All parties must be present in person or by zoom, with camera on. The meeting will not take place without all parties being present. The meeting will be rescheduled for another date at another convenient time.

Step 3: Head Assistant Coach

If the issue persists, the next step is to involve the Head Assistant Coach. The Head Assistant Coach will work collaboratively with the athlete, parents, and coaching staff to address the concern. A meeting may be scheduled to ensure all perspectives are heard, and a resolution is reached together. All parties must be present in person or by zoom, with camera on. The meeting

will not take place without all parties being present. The meeting will be rescheduled for another date at another convenient time.

Step 4: Club Director

If the matter remains unresolved after the first three steps, the final step is to bring the issue to the Club Director. At this stage, the Club Director will facilitate an additional meeting with the athlete, parents, and coach to ensure a fair and thorough discussion. All parties must be present in person or by zoom, with camera on. The meeting will not take place without all parties being present. The meeting will be rescheduled for another date at another convenient time.

a. Coaching Concern:

- I. 1st Person- Coach of the actual team your child plays on
- II. 2nd Person- (if unresolved)- Head Assistant Coach
- III. 3rd Person- Conflict Resolution Specialist
- IV. 4th Person - Director

b. Financial Concern (This includes all payments, orders, dues, fundraisers):

- I. 1st Person- Financial Dept.
- II. 2nd Person- Conflict Resolution Specialist
- III. 3rd Person- Administrative Assistant
- IV. 4th Person - Head Assistant Coach

c. Player/Parent Concern:

- I. 1st Person- Coach of the actual team your child plays on
- II. 2nd Person- (if unresolved)- Head Assistant Coach
- III. 3rd Person- Conflict Resolution Specialist
- IV. 4th Person - Director

d. Travel Concern

- I. 1st Person- Travel Coordinator
- II. 2nd Person- (if unresolved)- Coach
- III. 3rd Person- Conflict Resolution Specialist
- IV. 4th Person - Administrative Assistant

Coaches Grievances

Coaches may also put in grievance on parents and players. Coaches are subject to the same protocols and procedures of the parent and player contract, unless the grievance:

- 1) Is aggressive and concerns harm or threats
- 2) Is sexual related
- 3) Is harassment related or
- 4) Puts the coach other staff or players in danger

Contact Information

1. **Website:** www.northstarvolleyballclub.com
2. **GroupMe:** By Invitation only

The North Star website is the main form of communication between players, coaches and parents.

Tournament and Post-Match Communication Guidelines

Effective communication doesn't end at practice—it extends to tournaments and post-match interactions as well. We ask both athletes and parents to follow these guidelines to maintain a positive environment:

- 1) If an athlete has a concern, we encourage them to speak with their coach first. This practice helps foster self-advocacy and strengthens the coach-athlete relationship. Please wait at least 48 to 72 hours after a match or tournament before reaching out to a coach, unless the issue involves an injury or safety concern. When addressing concerns, we welcome open and respectful conversations; however, coaches will not discuss playing time or positions as they relate to other athletes.
- 2) Aggressive or disrespectful behavior during communication will not be tolerated under any circumstances.
- 3) By following these steps and guidelines, we can ensure that communication remains productive, respectful, and supportive of the athlete's development both on and off the court.

Communication Ladder

1. To build trust and understanding, communication must be strong and at the forefront of everything we do. That's why we make it a priority to model open, respectful communication and emphasize its importance as a lifelong skill.
2. We want to teach our young athletes how to approach their coaches with questions or concerns. Whether it's about something they don't understand, something that isn't working for them, or dynamics with teammates, we encourage them to speak up.
3. If athletes feel like they need to address an issue or concern, we have a communication **Ladder that we will use to ensure that questions or concerns are handled effectively:**

Step 1: Set up a meeting with the coaches – We want to emphasize that initial communication should start with athletes speaking to us first whenever possible. They are often the most familiar with the situation and can address questions or concerns quickly and directly.

Step 2: is to reach out to the Conflict Resolution Specialist — Conflict Resolution Specialist will work collaboratively to address the issue, often by setting up a meeting with the athlete, parents, and coaching staff. This ensures that everyone involved has a chance to communicate openly and work toward a resolution together.

Step 3 is to reach out to the Club Director – If the matter remains unresolved after the first three steps, the club director will set up an additional meeting with the athlete, coach, and parent(s).

Tournament and Post-Match Communication Guidelines

Effective communication doesn't end at practice—it extends to tournaments and post-match interactions as well. We ask both athletes and parents to follow these guidelines to maintain a positive environment:

1. If an athlete has a concern, we encourage them to speak with their coach first. This practice helps foster self-advocacy and strengthens the coach-athlete relationship. Please wait at least 24 hours after a match or tournament before reaching out to a coach, unless the issue involves an injury or safety concern. When addressing concerns, we welcome open and respectful conversations; however, coaches will not discuss playing time or positions as they relate to other athletes.
2. Aggressive or disrespectful behavior during communication will not be tolerated under any circumstances.
3. By following these steps and guidelines, we can ensure that communication remains productive, respectful, and supportive of the athlete's development both on and off the court.

PARENTS AND NORTH STAR

The parent code of conduct is the club's expectation of all parents of any player.

Parental Involvement & Guidelines:

1. Parents must respect all coaches, players, other from NSVC for parents from other clubs, officials, and rules set before them. NSVC coaching staff has not only played, but also studied the game along with each player's strengths and weaknesses. NSVC, and coaches, will do our best to recognize the strengths in every athlete and play them in a position where their strengths will show and provide the best results for the team.
 - a. Parents, please remember that practice is a time to improve and work on weak areas of the game, and advance the current strengths of the player
 - b. Games and scrimmages are where we implement what we have practiced.
 - c. All players struggle with something, and all players have bad days so constructive and positive support is necessary.
2. **Playing Time**
 - a. NSVC will do its best to play every player, however every player playing time may or may not be equal to another player; as this depends on skill, commitment, practice attendance, mastery, attitude, character, opponents and academics.
 - a. If you feel you must discuss your players playing time with a coach, please refrain from doing so during tournament play OR in the open or public. If you would like to talk to the coach regarding playing time, please set up a meeting to discuss your concerns.
 - b. These meetings can be via zoom, in person, or teams and all meetings will be recorded and must be scheduled within a 48-to-72-hour window of the actual appointment. Please remember that the coaches need to be just as focused during tournaments as the players.
 - c. Before reaching out to coaches let your player advocate for themselves and schedule a time to communicate their concerns to their coaches and see if there can be a resolution prior to parental involvement, and allow adequate time to see changes.
3. **Parental Sportsmanship & Character Accountability**
 1. NSVC believes that athletic competition should demonstrate high standards of ethics and sportsmanship and promote the development of good character and other important life skills. We also believe that the highest potential of sports is achieved when participants are committed to pursuing victory with honor AND GOOD ETHICS AND MORALS.
 - a) **Respect** – treat people with respect all the time and require the same of your children.
 - b) **Class** – live and cheer with class; be gracious in victory and accept defeat with dignity; compliment extraordinary performance; and show respect for all competitors.

- c) **Disrespectful Conduct** – do not engage in disrespectful conduct of any sort including profanity, obscene gestures, offensive remarks of a sexual nature, trash-talking, taunting, fighting, or other actions that demean individuals or the sport.
- d) **Respect Officials** – treat contest officials with respect and value. There will be times where game calls are unfair or wrong and do not complain about or argue with official calls or decisions during or after an athletic event.
- e) **Respect Coaches** – treat coaches with respect at all times; recognize that they have team goals beyond those of your child. Do not shout instructions to players from the stands; let the coaches coach.
- f) **Role-modeling** – Consistently exhibit good character and conduct yourself as a role model for your children
- g) **Self-Control** – exercise self-control; do not fight or show excessive displays of anger or frustration; have the strength to overcome the temptation to demean others.

→ If you do not follow the parent code of conduct, NSVC has the right to exercise the following:

- a. Sanction/ Prohibited to attend practices, games or tournaments. Parent/Parents will only be able to drop off and pick up players.
- b. Parent/Parents will not longer be able to participate in NSVC activities or events
- c. Fine parents up to \$500 for up to 2 different occurrences without dismissal from the club.
- d. Release or dismissal of players from NSVC team for the season. This can be immediate or upon vote by coaches.

4. Parental & Organization Communication

- a. Parents please understand that the parallelism of parental and organizational communication is vital to excellence and a positive team and organizational working environment. The emphasizing of the above components will be strictly followed within the organization and all programs.
- b. NSVC believes that if all of us are conscientious in following this, we should not run into any problems that cannot be resolved in a smooth comfortable way.
- c. If a player is having frustrations or concerns of any kind it is very important that the player speak to the coach as soon as possible within our guidelines. If after speaking to the coach, the player does not feel like the problem has been resolved, then you as parents may document the concern and send it in an email to your coach. Upon reviewing the situation, if it is determined the problem has not been solved the coaches will decide if and when to discuss the matter that needs to be arranged, or if it can be discussed by teams, zoom, or over the phone.

- d. If after discussing matters with the coaches, you still have concerns, then a meeting may be arranged with the parent, athlete, coach, and a NSVC Director.
- e. Please note that any meeting will **NOT** take place with just the parent; the player **MUST** be present in the discussion, and the discussion will **ONLY** be about that player and the documented concern. A Club Director will be informed of any concerns and meetings with the coaching staff so they are aware that communication is happening. Any information given to parents will be shared openly and honestly with NSVC directors or conflict resolution liaison.
- f. Parents should not approach the coaches before or after practices or matches about any issue. If the matter is related to a specific incident or event, then the parents and athletes should wait 48 hours after the specific incident or event before contacting the coach via email. (an incident is to include change in position/playing time for athletes).
- g. Tournaments can be an emotional time for both parents and coaches. Meetings under this setting do not promote resolution. Productive meetings require calm, rational attitudes in a private setting where concerns can be addressed and all parties are cooperating to make the meeting effective for the betterment of the athlete.
- h. If there is an issue with two players that cannot be resolved with both players and coaches, and a parents or parents have requested a meeting with the coach, then both players and parents must be present at the meeting, not meeting will take place without all parties involved and the conflict resolution specialist and therapist must also be present. Upon the conclusion of this meeting all notes will be written up and staff will have a meeting with the director for the problem and resolution or what further actions need to be taken if any.
- i. If the rules of communication are violated, the athlete will be removed from playing time for the duration of the tournament.
 - 1. **Appropriate Issues to Discuss with Coaches**
 - a. Treatment of your child
 - b. Ways to help your child improve
 - c. Concerns about your child's behavior
 - d. Player attendance
 - e. Player academics

2. Issues Not Appropriate to Discuss with Coaches

- a. Playing time
- b. Coaching decisions
- c. Other athletes, unless it is creating a toxic playing environment, bullying, sexual concerns, or etc.
- j. **Protocol for Communication of Parent/Player Concerns**

1. Allow 24 hours before contacting coach after practice, event, games, tournament (in come cases, things work out on)
2. If the concern needs further attention, please send an email to the appropriate person:
 - e. **Coaching Concern:**
 - I. 1st Person- Coach of the actual team your child plays on
 - II. 2nd Person- (if unresolved)- Head Assistant Coach
 - III. 3rd Person- Conflict Resolution Specialist
 - IV. 4th Person - Director
 - f. **Financial Concern (This includes all payments, orders, dues, fundraisers):**
 - I. 1st Person- Financial Dept.
 - II. 2nd Person- Conflict Resolution Specialist
 - III. 3rd Person- Administrative Assistant
 - IV. 4th Person - Head Assistant Coach
 - g. **Player/Parent Concern:**
 - I. 1st Person- Coach of the actual team your child plays on
 - II. 2nd Person- (if unresolved)- Head Assistant Coach
 - III. 3rd Person- Conflict Resolution Specialist
 - IV. 4th Person - Director
 - h. **Travel Concern**
 - I. 1st Person- Travel Coordinator
 - II. 2nd Person- (if unresolved)- Coach
 - III. 3rd Person- Conflict Resolution Specialist
 - IV. 4th Person - Administrative Assistant

All other concerns must follow the coaching concern protocol.

5. Playing Time

1. Playing time will be determined by the level of team and competition, each player's individual skills and attitude, and their ability to consistently contribute to the team's

performance and chemistry. These are based on the coach's assessment of the team and players.

- a. There will be a starting six each game or tournament, which may include the captain and co-captain, but the starting six players will not always be the same. The starting six is based on skill, attendance, hard work, performance, attitude, character, and development.
- b. Captains and Co-Captains will not always start in a game or tournament. The team needs to know how to play if one of these individuals is absent or may be out for a long period of time.
- c. NSVC is all about doing what is best for the players first, the team and the brand.
- d. All coaches are trained to provide a fair and just playing time per team.

6. PLAYER Practice Protocol

- a. ALL Practices are mandatory unless communicated otherwise
- b. NSVC practice conditions are set to mimic game conditions.
- c. All players are expected to be at all practices. If you must miss a practice, you need to call, email or text the coach via group me at least 24 hours prior to the practice for it not to count against the player. Notifications outside of this window will be in writing as a practice missed. Please notify coaches early if you have to miss.
- d. Absence from Team Practices and Activities- An absence is excused if the player notifies the head coach in advance and the head coach approves the absence.
- e. Practice Arrival:
 1. Players should arrive at the gym 10 minutes prior to the practice start time. This will give the players time to put down their things, say hello to teammates and be ready to start on time.
 2. Players must be dressed in practice attire (team shirt, tights), have shoes on, water bottles ready and training needs addressed before the start of practice.
 3. Practice uniforms are required and will consist of spandex shorts and a team practice T-shirt.
 4. Practice is team time, the focus should be team practice nothing else.
 5. Players will not have cell phones out during practices or games
 6. No foul language or disruptive attitudes during practice
 7. Players should wear proper outdoor attire when coming/leaving practices.
 8. Water breaks need to be at the bench. Please bring a water bottle or water container, or any electrolyte drink only (NO SODAS, SLURPEES, ENERGY DRINKS, FOUNTAIN OR ALCOHOLIC DRINKS)
 9. No Gum
 10. No eating 30 Minutes before practice
 11. No Jewelry

12. Hair- pulled back and out of face
13. Players are responsible for picking up trash and water bottles from the bench area after practice.
14. Players are responsible for taking care of equipment used to facilitate the practice plan.

7. PARENT PRACTICE PROTOCOL

All practices are open to parents. Parents can drop off players at the practice facility and arrive for pickup. Upon attending practices parents must be:

1. Be supportive and cheer for all players
2. Respect and support the coaches
3. If you have concerns or questions for any of the coaches, we ask that you speak with them privately about it and follow communication guidelines.
4. Do not discuss players who are not your children with other players or other adults
5. No profanity or disruptive behavior
6. No alcohol in the gym
7. Do not yell out instructions.
8. Support but do not coach or interfere with players and/or coaches during practice or games
9. Do not criticize from the bench doing practices, games, or tournaments.
10. In order to maintain our programs responsibly and with the professionalism that is required NSVC asks that you follow the rules regarding parents and/or siblings and any other person NOT registered as an athlete or a coach.
11. **NO PARENTS or CHILDREN ARE ALLOWED ON THE COURTS, COURT CHAIRS, REF STANDS, COURT NETS, HITTING BOXES AND TRAINING APPARATUS AT ANY TIME.** This means no 'warming up' with kids before, during, or after practices on the courts. There should be no parents or persons on the courts at any time other than coaches and athletes for the program/practice taking place. This includes coaching children as well. This is not only a liability per insurance regulations etc. but it also detracts from the actual program or practices taking place in the courts.
12. We ask that parents PLEASE keep your children with you and supervised AT ALL TIMES while you are in any facility. NSCV also asks that they do NOT enter any storage room, coaches lounge, office and concession stand without specific permission.

Ten Commandments for Parents with Athletic Children

- I. Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts, and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their life they can look to for constant positive reinforcement.
- II. Try your best to be completely honest about your child's athletic capability, their competitive attitude, sportsmanship and actual skill level.
- III. Be helpful, but don't coach them on the way to or from the gym or at breakfast, and so on. It's tough not to, but it's a lot tougher for the child to be inundated with advice, pep talks, and often-critical instruction.
- IV. Teach them to enjoy the thrill of competition, to always be giving 100%, to be working to improve their skills and attitudes. Help them to develop the feel for competing, giving a maximum effort, for having fun.
- V. Try not to relive your athletic life through your children in a way that creates pressure; you dropped the ball too; you lost as well as won. You were frightened, you backed off at times, and you were not always heroic. Don't pressure them because of your lost pride.
- VI. Don't compete with the coach. If the coach becomes an authority figure, it will run from enchantment to disenchantment, etc., with your athlete.
- VII. Don't compare the skill, courage, or attitude of your children with other members of the team, at least within hearing.
- VIII. Get to know all the coaches so that you can be assured that the philosophy, attitudes, ethics, and knowledge are such that you are happy to have your child under this leadership.
- IX. Always remember that children tend to exaggerate both when praised and when criticized. Temper your reaction and investigate before over-reacting.
- X. Make a point of understanding courage and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain that courage is not the absence of fear, but a means of doing something in spite of fear or discomfort. The job of the parent of an athletic child is a tough one, and takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, "My parents really helped me in athletics."

Financial Policies

Both parties of parents and players entering into this agreement with North Star Volleyball agree to adhere to the following:

- 1) I have reviewed the fee schedule associated with my athlete's program and agree to pay all fees in full regardless of the duration of participation excluding exceptions listed below in # "13".
- 2) I agree to pay the owed fees by or on the dates listed in the schedule.
- 3) I agree that I will pay online via the North Star portal
- 4) There will be a \$25 late fee for every week that the payment is late unless discussed with the Director prior.
- 5) I will communicate with the Director if I seek to be included on a revised payment schedule and will still face the \$25 late fee for every week that the payment is late unless also discussed with the Director prior.
- 6) I understand that the membership fees do not include travel, lodging, or food expenses.
- 7) I understand that my athlete may be penalized playing time at the Director's discretion if fees are not paid on time.
- 8) If my player is released due to breaking policy all of the fees will become due immediately within two weeks of notice of release. A player will not be officially released until all past due financial obligations are paid.
- 9) If I and my player decide to leave because we are unhappy with coaching decisions or the season in general all fees will become due immediately within two weeks of notice of release.
- 10) If I have any unpaid dues upon the conclusion of the season that are not paid either by per the payment plan agreement then my athlete's USAV membership will be suspended-sanctioned the following season until paid. The fees owed will be due along with any accrued late fees.
- 11) In the event of a default, North Star Volleyball has the right to seek legal guidance in seeking payments. If the obligation is referred to an attorney, and/or collection agency, the

member agrees to pay, over and above their liabilities, reasonable attorney fees, court costs, collection costs, fees owed, and late fees owed.

Payments & Fees

When a family accepts a roster spot with North Star Volleyball Club, they commit to the full financial obligation outlined in the payment plan provided in the offer letter. Tuition payments must be made on time. Failure to make a payment will result in the immediate suspension of the player from all club activities.

Policy for Outstanding Balances

- Players with an outstanding balance according to their payment plan will not be permitted to participate in any North Star activities, including practices, games, or tournaments.
- Outstanding balances exceeding 45 days will be sent to collections.

Team Fees/Tuition:

Team fees/tuitions vary within the club based on how much a team practices, how many tournaments that are selected, and how many players there are on the team. A player's tuition includes:

- 1) **Administration Fees-** covers staff, all equipment, dues, tax preparation, website, medical kit supplies, etc.
- 2) **Coaching & Staff Fees-** covers coaching pay throughout the team's regular season, for both head and assistant coaches.
- 3) **Gym Fees-** covers costs for practicing gyms
- 4) **Equipment:** all volleyball equipment used for player practices and training
- 5) **Some snacks, and food purchases**

Teams Fees and Tuition- NOT COVERED:

- 1) Any travel expenses or meals for players.
- 2) Additional uniforms & accessories for special tournaments such as PNQ.
- 3) USAV membership for players
- 4) Apparel or accessories such as spandex, kneepads, shoes, socks, gym bags, or whistles.
- 5) Coaching Staff's travel- covers hotel, air fare if needed, and meal per diem for coaching staff will be outside of dues and divided amongst all rostered players (**weather you are able to attend the tournament or not it is a team commitment**)
- 6) Uniforms- link sent to families to be purchased and mailed directly to your doorstep

Billing and Payment Policies:

Responsible Party- The parent or guardian who signs the participation agreement and the USAV Letter of Intent is liable for all fees, dues, and charges for goods and services incurred by the player. By signing the agreement, the party responsible accepts liability and agrees to be bound by the terms of the agreement. The agreements for all sibling

participants, regardless of which parent or guardian signs as the responsible party, will be treated as one account for the purposes of liability.

Late Fees or Returned Item Fees

A \$55 late fee will be assessed to any account if the payment is not received within 10 days of the stated due date, including due dates of payment plan accounts. In the event a check or credit card draft used to pay fees is returned to the North Star or refused for payment regardless of the reason for refusal, a \$35 service fee will be assessed to the player's account and a cashier's check, or cash will be required for all further payments.

Statements

North Star **does NOT** send out written statements of amounts payable for fees or services used by the participants. It is the responsibility of the parents to make scheduled payments on time or late fees may be applied.

Payments

Accounts may be paid by check or cash. Checks should be made out to North Star Volleyball. Please write the player's name in the memo line on any checks. Under no circumstances should payment be given to coaches. All payments except cash payments can be mailed to the club treasurer.

Payment Schedule

All players will have to **pay a non-refundable deposit immediately (\$350.00)** upon team acceptance.

Followed by the payment schedule of:

- | | | |
|----------------------------|----------------------------|-------------------------|
| → October 1st | → January 1st | → April 1 st |
| → November 1 st | → February 1 st | → May 1 st |
| → December 1 st | → March 1 st | → June 1st |

Delinquent Payments

All actions are left up to the discretion of the board. A player who is severely delinquent with a payment may not be placed on the tournament roster. Players not on the tournament roster are not able to play and may not sit on the bench during tournaments. Players are still able to participate in practice. Accounts that remain unpaid for three or more weeks will be considered "Not in Good Standing" and reported to the North Texas Region office of USAV which may affect a player's participation during the subsequent club season.

Refund & Cancellation Policy

Refunds

Once a player is committed to North Star, there will be no refunds given. As an athlete who commits (by signing our Commitment Form of Acceptance) to being a part of North Star Volleyball, you agree that you are responsible for **ALL** dues.

- a. If the participant becomes disabled or so severely injured **while** playing or practicing with the club that she cannot practice or compete for more than 12 weeks, **NO REFUNDS will be given, but future payments will cease.** The party responsible will still be required to pay all costs incurred prior to injury including the player's USAV membership and uniforms.
- b. The tryout fee for all North Star teams is non-refundable.
- c. Our programs operate with a fixed budget, and the refund policy is structured to ensure fairness for both the family and the club. If an athlete withdraws from a program for non-medical reasons after accepting a team spot, no refunds will be issued, and the full season balance remains due.
- d. If the TEAM dismantles for any reason, all paid fees will be reimbursed except for what has been paid out for gym rentals, uniform purchases, coach payments, marketing, and tournament entries and related expenses.
- e. No Refunds will be given if the athlete misses practices or tournaments for any reason
- f. No Refunds will be given if the practices are cancelled due to inclement weather or facility issues and cannot be rescheduled.
- g. No Refunds will be given if the athlete quits for any other reason than listed above.
- h. All donations, sponsorships, and fundraising amounts will not be refunded.

Refunds Will Not Be Considered for the Following Reasons:

- I. Weather-related cancellations
- II. Team assignment or coaching staff changes
- III. Dissatisfaction with playing time
- IV. Scheduling conflicts or changes, including strength and conditioning classes
- V. A decision by the participant to leave the team
- VI. Injury due to another sport

Medical Exceptions

If an athlete cannot continue the season due to a medical condition or injury, North Star may consider waiving future payments upon receipt of a valid doctor's note. However, no refunds will be issued for payments already made. By adhering to these policies, we aim to maintain the integrity of our programs and ensure a positive experience for all members of the North Star Volleyball Club.

Snow Days

In Texas, unpredictable weather is a given, and with players traveling from various surrounding communities, the safety of our athletes is our top priority. For weather-related concerns, North Star Volleyball Club reserves the right to cancel practices up to one hour before the scheduled start time. In the event of cancellation, notifications will be sent via email or group me. Thank you for your understanding and commitment to safety.

Drug, Alcohol, and Tobacco Policy

Being a member of the North Star Volleyball Club is both a responsibility and a privilege. The possession or use of any controlled substances, alcohol, or tobacco products by an athlete is strictly prohibited and will not be tolerated. If any such incident occurs, the Club Director reserves the right to remove the player from the team immediately.

- 1) The uses of illegal substances are prohibited!
- 2) **There will be no use of alcoholic beverages of any kind, illegal drugs, tobacco in any form, fighting, or any other behavior deemed inappropriate by NSVC & North Texas Region**

Prohibition Against Harassment & Discrimination:

It is the goal and intent of North Star to promote an environment for players and chaperones that is free from harassment, violence, and discrimination on the basis of race, color, national origin & religion.

Sexual Harassment Includes, but is not limited to:

Sexual advances, requests for sexual favors, as well as all forms of sexually connotated jokes and comments.

Any Player, coach or chaperone who believes he or she has been subjected to any sexual harassment or discrimination as described above should immediately report it to the Club Director. Upon receipt of a complaint about alleged sexual harassment or discrimination in violation of this policy, North Star will conduct an investigation into the allegations. To the extent reasonably possible, North Star will attempt to maintain the confidentiality of the investigation and allegations. North Star will take appropriate action to remedy any complaints that are determined to have merit. No player, coach or chaperone shall be subjected to any reprisal or retaliation as a result of making a complaint under this policy.

Waiver of Liability

The undersigned player and parent/guardian hereafter designated as members, agree to accept membership in North Star Volleyball for the 2025-2026 club season. Members agree that North Star Volleyball, USAV, North Texas Region, directors and staff members shall not be liable for the damage arising from personal injury sustained by the member and/or guest(s), on or about the premises of the said facilities or by participating in events with North Star Volleyball. We understand that volleyball by nature is a physical activity and have a full understanding of the potential risks including potential death, serious injury, or property damage and ASSUME THE RISKS OF PARTICIPATING OR OFFICIATING IN A VOLLEYBALL EVENT.

I acknowledge that I hereby take the following action for myself and do not hold the club, its administrators, and coaches responsible for any injury occurred while participating in any club activity. I WAIVE, RELEASE, AND DISCHARGE from any and all claims or liabilities for death or personal injury or damages of any kind which arise out of or relate to my traveling to and from or my participation in any volleyball event, I AGREE NOT TO SUE any of the persons or entities listed above for any of the claims or liabilities that I have waived, released or discharged herein. I INDEMNIFY AND HOLD HARMLESS the persons or entities mentioned above from any claims made or liabilities assessed against them as a result of my actions. I also agree that if any portion of this agreement is found non-binding that all other portions will still be in effect.

Print Player's Name: _____ **Date:** _____

Signature of Player: _____ **Date:** _____

Print Parent Name: _____ **Date:** _____

Signature of Parent/Guardian: _____ **Date:** _____

Print Parent Name: _____ **Date:** _____

Signature of Parent/Guardian: _____ **Date:** _____

North Star Athlete Code of Conduct

My primary goal is to become the best player that I can be. I am responsible for my own actions and behavior. I am fully committed to North Star and agree with ALL the above statements of this document below:

Attitude:

- I will conduct myself in a manner that is respectful to me, my team and to North Star.
- I will commit to my team by getting adequate sleep, eating a healthy diet, and abstaining for alcohol, illegal drugs or tobacco during the club season.
- I will play with full effort and intensity.

Communication:

- I will avoid criticism of my teammates, as I believe no one is trying to make a mistake.
- I will avoid giving unsolicited coaching tips to teammates and deferring responsibility to my coaches.
- I will refrain from posting or communicating negative comments about other players, coaches, parents or the club via texting, email or social media.

Coachability:

- I will accept decisions by my coaches knowing that everyone cannot start. I will accept my role on the team and do what it takes for the team to succeed.

Practice:

- I will manage my time to meet my commitments to my team, my family, my classes and my other commitments.
- I will proactively contact my coach as far as ahead of time if I am unable to make it to practice or a tournament.
- I will commit to being ready to step on the floor at the scheduled practice start time. That means I will have to get to practice at least 15 minutes ahead of time so that I can change and get ready.
- We expect to build and improve upon your skills and accomplishments and this starts in practice. Practice like you play in a match!
- You are expected to show up and be ready to play 10 minutes before practice starts. This allows us to maximize our time together as a team.

Attendance:

- Attendance at all team functions is MANDATORY; all practices, matches, team bonding, etc. If you plan to be absent, you or your parents should email or text your coach in advance. This includes if you are sick for a day. Open communication is key!

Excused Absence: Sick, school function, and/or family commitment that is communicated in advance.

☐ **Unexcused Absence:** Any instance in which you fail to communicate with your coach prior. This could result in consequences chosen by the coach such as loss of play time.

Transportation:

- Parents are responsible for transporting players to and from tournaments, practices, and team bonding activities. At no time should a coach be transporting a player.

Sportsmanship:

- Sportsmanship is a fundamental part of being on this team and in this club. Parents and players are expected to show positive sportsmanship with every interaction. Any North Star player and/or parent who does not show respect to a player, opponent, Coach, and/or referee will not be tolerated and may be asked to leave. Player disciplinary action will be decided upon by the Coach at the time of the incident. The coach may need to involve the Board. It is the Coach's job to coach players, not teammates' jobs. On the court share positive and encouraging communication only with your team.

North Star's Code of Conduct:

- A player is covered by the Code from the time he/she begins his/her involvement with North Star effectively in their first season practice through their last season tournament. The player is expected to follow all player contract rules and to display high standards of behavior, including good sportsmanship, respect for others, and use of appropriate language and uniform guidelines at all times. Participants must refrain from any conduct at any time that would reflect unfavorably on him/herself or the Club or is in violation of the law.

Cell Phones

- During practice and tournament play, cell phones are to remain unseen (in bags, with parents, etc.) always. If your parents need to reach you, they can call your Coach's cell. During tournaments, there is often time between games. This is a time for you to rest, mentally prepare yourself for the next game, nourish your body, hydrate, and bond with your teammates. Cell phones should at no time be out when you or your team is reffing and never at the scoring table.

Academics

- By reading and signing this contract, we (player and parent) understand the expectations and will follow them. Any violation of one or more of the rules covered in this handbook may lead to the forfeiture of the player's spot on the team. Any violation will be dealt with accordingly. Academics: I will/understand that:
 - 1) Attend all classes during the day. I am a STUDENT-athlete, and my academics come first.
 - 2) If I am too ill to come to school, then I may not come to practice or play a game that day. In addition, I must let my coach know of my absence by group me and email.

- 3) My coaches will check in with my teachers throughout the season with the expectation that a positive report will be given.
- 4) If I am suspended from school, assigned in-school suspension, or attending Academic Intervention, I may not participate in either a practice or a game. Suspension from school will also result in loss of play for an additional game, but the player is allowed to be in their team shirt on the bench, supporting their teammates

Be At Your Physical Best

- The night before a tournament, it is expected that you will be in bed at a reasonable time. North Star would like each athlete to perform at their personal best and for this adequate rest is required. Most tournaments require a full day of play starting as early as 7:00 and ending in the evening. Be sure to drink plenty of water the day prior, of and after tournament play. Please bring healthy snacks to provide your body with the nutrients it needs to be your best. Coaches will set curfews.

The following section is what you are authorizing when you submit the online commitment form. Thank you.

Athlete/Player Agreement & Consent:

I, _____, have read, understand, and agree to the policies, procedures, and code of conduct requirements as set forth in the North Star Parent/Player Handbook. I agree to the previously mentioned terms listed for the 2025-2026 North Star Volleyball season. I understand my responsibilities as a player/parent, and I will do my best to fulfill my duties as part of this team. I also understand that when I am on the court, wearing North Star Volleyball Club apparel, or on social media, I am representing myself, my Coach, my team, and my club, and I will represent them to the best of my ability with integrity. I know and understand that disciplinary action may result if my actions fail to meet the expectations of my Coach, my team and/or North Star Volleyball Club. As evidenced by my signature, I certify that I have read and understand all the foregoing and consent to abide by the rules set forth therein. In addition, I certify that as a parent/guardian of this athlete/player, I have explained to my child the aforementioned stipulated conditions and their ramifications, and I consent to her participation in this program under the North Texas Region of USA Volleyball in which she is a member. I agree to pay the team fees set forth by North Star, allowing my daughter to participate in the program.

North Star Parent Code of Conduct

Parents are crucial to the success of North Star and the volleyball players club experience. North Star Volleyball requires that the parent(s) of any player in our club sign this code of conduct contract. I therefore agree to the following policy and procedures set above and below:

Safe Play:

- I will inform the coach of any physical disability or ailment that may affect the safety of my daughter or the safety of others.
- I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol and I will refrain from their use at all tournaments and practices.

Sportsmanship:

- I will respect the officials and their authority during games. I understand that many of our officials are coaches or junior players. I will not yell or scream at officials and leave it up to my daughter's coach to resolve issues with the official or scorekeeper.
- I will teach my child to play by the rules and to resolve conflicts without resorting to sulking, being passively aggressive, showing hostility or resorting to violence.
- I will teach my child that doing one's best is more important than winning.

Coaching:

- I will refrain from coaching my child or other players during games and practices unless I am the official coach. I will avoid yelling instructions to the players during the game.
- I understand that playing time will be afforded to all players, but not necessarily in equal proportions. Playing time is the sole decision of the coach and may be influenced by attendance, tardiness, discipline, and ultimately by ability in playing well in pressure situations.

Communication:

- I understand that my daughter should approach the coach if she has problems or concerns first and I will encourage her to do so.
- I hereby authorize North Star to post her name, picture, present school, year of graduation, height, uniform number and position on the North Star website or with any recruiting materials.

Practice:

- We expect to build and improve upon your skills and accomplishments and this starts in practice. Practice like you play in a match! You are expected to show up and be ready to play 10 minutes before practice starts. This allows us to maximize our time together as a team.

Transportation:

- Parents are responsible for transporting players to and from tournaments, practices, and team bonding activities. At no time should a coach be transporting a player.

Attendance:

- Attendance at all team functions is MANDATORY; all practices, matches, team bonding, etc. If you plan to be absent, you or your parents should email or text your coach in advance. This includes if you are sick for a day. Open communication is key!

Excused Absence: Sick, school function, and/or family commitment that is communicated in advance.

- **Unexcused Absence:** Any instance in which you fail to communicate with your coach prior. This could result in consequences chosen by the coach such as loss of play time.

Transportation: Parents are responsible for transporting players to and from tournaments, practices, and team bonding activities. At no time should a coach be transporting a player.

North Star's Code of Conduct:

- A player is covered by the Code from the time he/she begins his/her involvement with North Star effectively in their first season practice through their last season tournament. The player is expected to follow all player contract rules and to display high standards of behavior, including good sportsmanship, respect for others, and use of appropriate language and uniform guidelines always. Participants must refrain from any conduct at any time that would reflect unfavorably on him/herself or the Club or is in violation of the law.

Parent/Guardian Agreement & Consent

I, _____, have read, understand, and agree to the policies, procedures, and code of conduct requirements as set forth in the North Star Parent/Player Handbook. I agree to the previously mentioned terms listed for the 2025-2026 North Star Volleyball season. I understand my responsibilities as a player/parent, and I will do my best to fulfill my duties as part of this team. I also understand that when I am on the court, wearing North Star Volleyball Club apparel, or on social media, I am representing myself, my Coach, my team, and my club, and I will represent them to the best of my ability with integrity.

I know and understand that disciplinary action may result if my actions fail to meet the expectations of my Coach, my team and/or North Star Volleyball Club. As evidenced by my signature, I certify that I have read and understand all the foregoing and consent to abide by the rules set forth therein. In addition, I certify that as a parent/guardian of this athlete/player, I have explained to my child the aforementioned stipulated conditions and their ramifications, and I consent to her participation in this program under the North Texas Region of USA Volleyball in

CONFIDENTIAL