



"Press **FORWARD** with hard work and commitment, striving for excellence!"

2017-2018
Membership Handbook



TABLE OF CONTENTS

	Page No.
Club Director & Address	3
Mission – Goals – Discrimination Policies	4
IMUA Tryouts Information	5
Player Selection	6
Registration – Fees- Transportation & Lodging - Uniform Costs	8
Tryout Fees - Estimated Membership Club Fees (Dues)	9
Practices	12
Tournaments	13
Responsibilities, Ethics and Conduct	15
Athletes	15
Parents	15
Coaches	16
Sexual Harassment Prevention	17
Playing Time	18
Grievances	18
Travel	20
Insurance Coverage	20
Injuries/Illness	20
Website and Model Release Authority	21
Membership Agreement Contract & Grievance Policy Contract 17 (* Page 26 – Please sign and return back to coach in the beginning of the season)	22-27
USA Volleyball Disciplinary Policy (* Page 29 - Parents and athletes will need to sign and return back to coach in the beginning of the season)	29
Appendix B- Player/Parent Information Form and Signature Page (* Page 30 - Parents and athletes will need to sign and return back to coach in the beginning of the season)	30

*** Athlete and responsible parent are required to sign pages 26, 29, and 30 and return back to IMUA Volleyball Club Director.**

IMUA VOLLEYBALL CLUB

IMUA - Junior Girls Volleyball

Club Website: www.imuavbc.com
Club Email: jason@imuavbc.com

IMUA Beach Club
Partnering beach volleyball events:
Monterey Beach Open – www.montereybeachopen.com

Partnering beach volleyball events:
Monterey Beach Sportsfest – www.montereybeachsf.com

Director of Operations: Jason Companion:

Contact Phone: 831-238-2362

Email: Jason@imuavbc.com

Director of Coaching and Player Development: Veronica Companion

Contact Phone: 831-345-0170

Email: Veronica@imuavbc.com

Business Address: **IMUA VOLLEYBALL CLUB**
266-F Reservation Road, #505
Marina, CA 93933

Business Phone: **831-238-2362**

Mission

In the Hawaiian language, the work "I MUA" means "to move forward" or "to move ahead" toward a goal. The character of the organization is truly reflected by its team motto, "Press FORWARD with hard work and commitment, striving for excellence!" Through positive reinforcement, we are committed to the development of our players by instilling both skills and discipline on and off the court. Our desire is to prepare our team members physically and mentally to compete at the next level of play. While we strive to strengthen each player's competitiveness, the main purpose is to have fun and showcase good sportsmanship to achieve a winning attitude through Christian values.

Goals

- To provide an environment in which student athletes can develop character and sportsmanship alongside individual and team volleyball skills from knowledgeable and experienced coaches who are dedicated to the program's mission and goals.
- To give participants the information, training and exposure they need to continue their volleyball and educational experiences at the high school and collegiate level.
- To strengthen existing high school programs by developing the area's Junior Olympic-aged athletes.
- To promote the quality of instruction by supporting continuing education opportunities for coaches.
- To skillfully manage expectations of players and parents through effective communication.

Non-Discriminatory Policy

IMUA Volleyball club admits members of any race, color and national origin to all rights, privileges, programs, and activities made available to members in the club. It does not discriminate on the basis of race, color, national or ethnic origin in administration of its educational policies, administration policies, and financial scholarship or in any other club volleyball program.

Sexual Discrimination Policy

IMUA Volleyball club admits members of disability discrimination include acquired immune deficiency syndrome or AIDS discrimination. Sex discrimination includes sexual harassment and bias on the basis of gender, pregnancy, childbirth, marital status, parental status and sexual orientation (sexual preference).

Team IMUA Tryouts

Prior to tryout, all parents/legal guardians and players are encouraged to read the IMUA Volleyball Policy Handbook. Final determination for player selection is up to the coaching team and club director—all questions/issues regarding cuts are to be directed to head coach assigned and both club directors.

Location of Tryouts: See website for tryout information at www.imuavbc.com

Date/Time of Tryouts

IMUA 15's:

IMUA 16's:

IMUA 17-18's:

Extended Tryouts: (Subject to change, see www.imuavbc.com)

IMUA Mandatory Parent and Athlete Commitment Meeting

All parents and athletes selected to IMUA must be present for our IMUA mandatory parent and athlete commitment meeting:

Date: **Monday, November 13, 2017**

Location: Boronda Meadows Elementary School

Location Address: 95 Larking Street, Salinas

MANDATORY INITIAL COMMITMENT FEE DUE- \$800/\$600/\$400 for down payment and \$70 must be prepaid online and bring the following 2 documents listed below to the mandatory meeting:

Meeting Times:

12/ 13/ 14/ 15/ 16 under: 5:30-7:30pm

17/ 18 under: 6:30-9:00pm

Player Selection

The total number of teams within the Club is based on the number of athletes who try out, the number of available coaches, and the availability of facilities in the area for practices. Our goal is to have teams formed in the following age groups: 12, 13, 14, 15, 16, 17 and 18. If there are not enough athletes to form one team with a particular age group, then:

Athletes from differing age groups will be combined to form a competitive team for the age groups in question. The ages of the athletes will be two or less years from the age group in question. The younger age group team will not be formed and eligible athletes falling with that age group will compete in the next higher age group.

If there are enough athletes to form two or more teams within an age group, teams will be formed based on the skill level of the athletes to make the most competitive teams possible. Our top tier power teams generally have the intentions to compete for a bid for nationals—this requires more travel and is more expensive.

Teams will consist of a maximum of 12 athletes. Under special circumstance as determined by the coaching staff and club directors, a team with differing age groups may carry up to 13 athletes. For example, if there isn't enough to field an 18 and under team than a combined 17 and 18 under team will be formed. If, at any point in the season, a team's official roster is reduced to eight or fewer athletes due to injury or attrition, the club director, coach and player development director and coaching staff, with input from the remaining athletes and their parents, have the option to disband that team. Our goal in IMUA is to train as many athletes; it is why we select 12 athletes per team. If a 12 team roster is not filled during tryouts or athletes resign for whatever reason post tryouts it is the discretion of the club director, coach and player development director, and head coach to recruit and fill any available spots on the roster at any time.

Teams who qualify for practice players.

Under special circumstance as determined by the coaching staff and club directors, a team who has not fulfilled the maximum roster of 12 players will only be allowed to recruit practice players. For example, if a team has only 10 players that can commit to an entire season they are qualified to recruit two extra practice players. Practice players will not be allowed to attend any special or league tournaments. Practice players are only able to attend all IMUA special events, team practices, positional practices, and strength and conditioning training. The fee for a practice player is discounted and determined by the club directors prior to registration and will not include any tournament costs.

Athletes will be evaluated on general athletic ability, existing and potential skill level, knowledge, effort, competitiveness, attitude, sportsmanship and interaction with coaches and other athletes. The club director will also take into consideration prior comportment to the policies of the IMUA Volleyball Club (i.e. payment of fees, disruptive behavior, parental involvement etc.).

At the end of the tryout periods, each athlete will be notified whether or not she was selected for a team through telephone or email. Those who are selected for a team will be given the names and contact information of their coaches, and an invitation to a mandatory IMUA Volleyball Club Orientation meeting prior to the first practice.

IMUA Volleyball Club discourages the moving of athletes to an older age group unless:

An athlete shows superior skills, and playing within the age group will hamper the athlete's development. In that case, she may benefit from playing with an older age group.

There are not enough players to form a competitive team within that age group. In that case, athletes from younger age groups will be placed on that team. This will only be done to make a competitive team within that division.

The Club Director with input from coaches will decide whether to advance that athlete. The decision will be based on the likely benefit to all athletes who would be affected by such a move. If an athlete is advanced during one season, she will not necessarily be advanced the following season. Evaluations for such a move will be done during the tryout period each season. The Club Director reserves the right to make the final decision on any such move.

Registration

Athletes must have completed the following before being allowed to participate in any IMUA Volleyball Club activity:

Complete online NCVA Membership Registration
Complete NCVA Medical History and Release Form and return
Complete IMUA Athlete Profile Sheet
Membership Agreement/Grievance Policy Contract – signed
Try out Fee of \$40.00

Fees

In order for the Club to execute their annual plan, we must adhere to our budget.

Once the athlete has been offered a spot in a team's roster and both athlete and responsible parent sign the NCVA letter of commitment form on Monday, November 13, 2017 they will be RESPONSIBLE for the remaining balance of their dues with NO exceptions. (NO REFUNDS WILL BE GIVEN AFTER NOVEMBER 13, 2017).

Fees go towards ordering IMUA athlete uniform package, paying NCVA Club and player registration and insurance, coaching and administrative salaries, equipment replacement costs, tournament registration fees, graphic designer fees, gym and facility rental fund for urgent situations, maintaining website and hosting costs. The actual amount of club fees (dues) can't be calculated until we know exactly how many teams and players there will be within the club to shoulder the fixed expense. Individual teams are responsible for their own travel & hotel expenses, and if they qualify for nationals, there are added expenses.

Transportation & Lodging for players and coaches for the away tournaments will be coordinated by the club as soon as possible. Travel costs for athletes such as gas, overnight stay, food, parking fee, tailgate fee, and etc. are in addition to club fees (dues.) Please be aware that there are always unexpected fees that may incur at every tournament location enforced by US Volleyball or tournament venue. All teams are encouraged to travel and stay together. Additional travel costs incurred by athlete's families for their personal transportation and lodging are the responsibility of that athlete's family.

Uniform costs are included in the Club Fee (Dues). All players will be assigned a uniform package consisting of the following: (2) Customized uniform IMUA long sleeve jerseys (one Black and one Red, (1) black spandex, (1) warm ups which include jacket and pants, (1) set black knee pads (1) set IMUA black socks (3) IMUA Dry fit T-shirts, and (1) backpack. Players may be required to purchase extra uniforms such as jersey, spandex, and socks at the discretion of their coach with input from the team and their parents. For planning purposes, athletes will be sized during our player-parent commitment signing meeting using a sample package of uniforms from our partner vendors. All players that make a team will be required to place a uniform order to assure delivery before their first tournament. A mandatory commitment payment is due to IMUA Volleyball Club at our mandatory meeting.

Club Fees (Dues) are determined from a combination of the following set expenses: NCVA-USAV registration, gym space rental account to be used when needed, coach's stipend, misc. administrative costs (training, education, office supplies); as well as a set of variable expenses: Athlete's travel and lodging for out of area tournaments are not included in the fees (dues.) We will set a schedule to optimize playing opportunities and challenge level in an attempt to have each team peak, hopefully qualifying for a national bid.

TRYOUT FEES: \$40.00. This fee covers the cost of staff stipends and administrative helpers. This fee is non-refundable.

Estimated 2017-2018 Membership Club Fees (subject to change):

The estimated Power Club tuition per athlete is approximately between \$2,070.00 - \$3,570.00 club season (subject to change). Our estimated premier/ hybrid tuition per athlete is approximately \$1370.00. Our goal for our junior national elite teams is to qualify for the USA Junior National Championship. If any of our junior national elite teams don't qualify we will attend the Orlando AAU Junior National Championships. and qualifies for Nationals, there would be added expenditures if the parents of the team, coaches and Club Director decide that the team should compete at the higher level. There are additional "Tournament Fees" if the coach, players, parents, and club director chooses to add one or more tournaments that are not listed in the tournament schedule issued in the beginning of the season.

The initial down payment (Please check below for details on the fee schedule chart) at the time of signing on Monday, November 13, 2017 at Boronda Meadows Elementary School, Salinas is required to ensure the club has the capital to register teams for the tournaments for the year, player NCVA fees, deposit of uniforms, coach's salary, and any other club expenses that are due in advance. You must sign your daughter online on the IMUA website and pay the mandatory \$70 NCVA membership. After submitting payment, please bring all NCVA membership and waiver documents to mandatory parent and athlete commitment signing meeting. If a player is accepted and a family agrees to be part of the team as evidenced by their signatures on the terms of agreement, that family is committed to the entire year's fees (dues) in order for that team to meet its financial commitment. Failure to pay fees in full will result in sending the unpaid balance to collections. **Absolutely NO refunds will be given after our athlete signing commitment meeting on November 13, 2017.**

Monthly Fees (Dues):

The first month's dues will be collected for the first month following signing with the Club (Fall Season Only). Payments Schedule is as follows:

IMUA VOLLEYBALL CLUB Girls Payment Schedule for 2017-18							
Please submit all payments at: IMUA Volleyball Club Attn: Jason Companion 266-F Reservation Road, #505 Marina, CA 93933 or pay by credit card online at www.imuavbc.com (Parents that would like to make full payment are highly recommended)							
IMUA ELITE NATIONAL TEAM							
TEAM	ONLINE PAYMENT DUE TO NCVA	DEPOSIT DUE November 13	DUE December 1	DUE January 1	DUE February 1	DUE March 1	TOTAL
IMUA Elite 17 Jason	\$70	\$800	\$600	\$800	\$800	\$500	\$3,570

IMUA VOLLEYBALL CLUB
Girls Payment Schedule for
2017-18

Please submit all payments at:

IMUA Volleyball Club
Attn: Jason Companion
266-F Reservation Road, #505
Marina, CA 93933

or pay by credit card online at www.imuavbc.com

(Parents that would like to make full payment are highly recommended)

IMUA POWER TEAMS

TEAM	ONLINE PAYMENT DUE TO NCVA	DEPOSIT DUE November 13	DUE December 1	DUE January 1	DUE February 1	TOTAL
IMUA 17 Kevin	\$70	\$700	\$700	\$700	\$800	\$2,970
IMUA 16 Felipe	\$70	\$700	\$700	\$700	\$600	\$2,770
IMUA 15 Nicole	\$70	\$700	\$700	\$700	\$600	\$2,770
IMUA 14 Pom	\$70	\$700	\$700	\$700	\$600	\$2,770
IMUA 14 Veronica	\$70	\$700	\$700	\$700	\$600	\$2,770
IMUA 13 AI	\$70	\$700	\$700	\$700	\$600	\$2,770

IMUA VOLLEYBALL CLUB
Girls Payment Schedule for
2017-2018

Please submit all payments at:

IMUA Volleyball Club
Attn: Jason Companion
266-F Reservation Road, #505
Marina, CA 93933

or pay by credit card online at www.imuavbc.com

(Parents that would like to make full payment are highly recommended)

IMUA PREMIER TEAMS

TEAM	ONLINE PAYMENT DUE TO NCVA	DEPOSIT DUE November 13	DUE December 1	DUE January 1	TOTAL
IMUA 18 Bill	\$70	\$600	\$400	\$300	\$1,370

Monthly payment plans are only available for fall and not summer season. Please see fee schedule above for details. Monthly dues need to be mailed to the IMUA VOLLEYBALL CLUB business address found on page 3 of this document. *Monthly payments are due to IMUA Volleyball Club on the first of each month.* Any fee not received by the 10TH of the month will be considered "Delinquent", and a late fee charge of \$25.00 will be applied to the balance. Information on payments must include player name and team identifier (i.e. 12-1, 13-1, 14-2, etc.).

Please do not give money to coaches. An athlete with a delinquent account during the current season will not be allowed to participate in practices and/or tournaments until the account is made current. Failure to do so will result in that athlete being barred from participating in any activities past that date.

An athlete with a delinquent account during the current season will not be allowed to participate in practices and/or tournaments until the account is made current or individual arrangements are made with the Club Director only. No athlete will be allowed to participate during the current season if fees from the previous season are unpaid. If an account remains delinquent for 30 days, the athlete is subject to immediate dismissal from the Club and the account will be forwarded to a collections agency.

An athlete, coach, or parent damaging equipment owned by IMUA Volleyball Club or any facility used by the Club during the season (at practices or tournaments) will be required to reimburse the Club and/or facility for the damage before continuing in the Club

Practices

Attendance is mandatory. As a former or new member of IMUA Volleyball Club, we are committed to provide the best quality training and ultimate results for your investment! Our club season runs from the day after our club signing commitment meeting through May. If we have any IMUA teams that are attending the USAV Junior Girls' Nationals and/ or AAU Girls' Junior Nationals, the club season will go through July. Practices facilities are always difficult to arrange. All practices will begin on the first of the year in January during the club season. However, if there are any gym time available at any of our practice facilities we will do the best that we can to start our practices earlier than January. For months November and December, it is NOT guarantee that your team will have any team practices. Our priorities with scheduling team practices for the club season are as listed 1) Elite Travel Power Teams 2) Power League Teams 3) Premier/Hybrid Teams. Our Club Directors and Coaches will do our very best to accommodate practices on a consistent basis. The goal for indoor team practices is a minimum of twice a week. Our tentative practice locations will be in Notre Dame High School, (Salinas), North Salinas High School (Salinas), Sacred Heart School (Salinas), Seaside High School (Seaside), Washington Middle School (Salinas) and Hartnell College (Salinas). Every effort should be made to manage homework and schedule outside activities in a way that does not conflict with practices and tournaments. An athlete's absence has an adverse effect not only her individually, but the development of the entire team as a collective. Regardless of the reason, missed practices will influence the amount of playing time the athlete receives.

1. **If an athlete misses more than 10%** of the total practices without a good reason as judged by her coach, with the consultation of the Club Director, she may be subject to dismissal from the team without refund.
2. **If an athlete cannot be at practice**, it is that athlete's responsibility (not the parent's) to contact the coach 24 hours **before** practice to allow the coach an opportunity to adjust his/her training plan accordingly. (Of course emergencies are the exception and coaches need to be contacted as soon as possible.)
3. **Athletes are encouraged to bring water** or an appropriate sports drink to practices and tournaments. Please, no glass containers. Please review the rules for each facility to make sure what type of drinks are allowed in the gym.
4. **Parents or a responsible adult should come to pick athletes up** after practice (for those athletes who do not drive). Coaches will not leave an athlete alone after practice waiting to be picked up.
5. **In the case of inclement weather**, coaches will call or email their team members at their preferred contact number to notify them of practice cancellations.
6. **Coaches may have additional team rules** for practices that their athletes must follow.
7. **Training sessions are designed with the athlete in mind.** IMUA VOLLEYBALL CLUB's coaches have taken into consideration the need for adequate rest and recovery in avoiding excessive stress to the athlete.
8. **Closed Practices.** Coaches may choose to implement "Closed Practices" at their own discretion. Closed practices without parents or other spectators in attendance helps to eliminate distractions and training disruption.

Tournaments

The tournament schedule for all teams will be set as soon as possible to determine that team's expenditures, travel arrangements, and overall budgetary planning. The tournament schedules should be decided by early August.

The goal of tournament selection is to have teams peak athletically for the national qualifying tournaments & regional tournament. An additional goal of tournament selection is to give our older players exposure to college recruiters when possible. The coaches and club director will make the final decisions about how many and which tournaments the team will attend.

Athletes are expected to attend every tournament in which her team is scheduled to participate. If an athlete cannot attend a tournament, the athlete and/or the parent is expected to inform the coach as soon as she knows she will be absent. Absolutely NO adjustment in membership fees will result from tournaments not attended.

1. **All athletes are expected to be in the gym, READY TO WARM UP**, at the arrival time determined by the coach. The IMUA VOLLEYBALL CLUB standard is an hour before the first game regardless if you play or referee.
2. **Proper demeanor is expected of all members of the Club** (coaches, athletes, parents, supporters) at all tournaments. This includes treating members of the officiating crew, other coaches, players and parents with respect during and between matches. Keep in mind that you are representing IMUA VOLLEYBALL CLUB, our sponsors, and our region.
3. **All IMUA VOLLEYBALL CLUB athletes and coaches must attend an officiating clinic to learn the rules** of volleyball and how to officiate/score-keep. Parents are encouraged to attend as well. (Club Director will inform everyone when it is necessary to attend)
4. **Officiating and Scorekeeping at tournaments.** All Junior Olympic tournaments are at least partially self-officiated. Officiating at tournaments is the shared responsibility of the entire team. All IMUA VOLLEYBALL CLUB athletes are required to help with the line judging, scorekeeping, score flipping, and down officiating. Teams assigned to the officiating and scorekeeping must fulfill this responsibility, especially during the playoffs. **Athletes may not leave the tournament site unless excused by the coach and parents should not ask the coach to make an exception.** Except for a true emergency, all players must remain at the tournament with the team until the completion of the team's officiating and scorekeeping duties. This is non-negotiable. The following "Team Player" concept should be understood, "Win as a team, lose as a team, officiate and score-keep as a team." If an athlete leaves the tournament area before the officiating assignment is completed, there will be a \$50 fine levied against the player. An exception is that a coach may excuse a player early due to injury, or other significant emergency. This fine must be paid before the player is allowed to participate in practices or other tournaments.

5. **Parents are not permitted to confront coaches on tournament days** to discuss playing time, or to complain about tactics, strategy, individual, or team performance. If this matter because a problem parent(s) will be instructed to watch their child or children from at least two courts away or whatever deem necessary for the coach's safety. If this action doesn't resolve any further issues of the conflicted parent or parents, they will be ask to leave the tournament immediately. Parents are encouraged to take notes about their concerns, and follow our required grievance procedures as outlined within this document (please see grievance procedures below).
6. **Coaches may have additional team rules for tournaments** that their athletes must follow.

Responsibilities, Ethics and Conduct

Athlete Responsibilities: Athletes are held to high standards by the coaching and administrative staff of IMUA VOLLEYBALL CLUB. They should remember that they represent their parents, coaches, and Club to the larger community every time they participate in any Club-related activity. No athlete is allowed to use alcohol or other controlled substances, including tobacco products, at any Club-related practice or event. Any athlete involved in any of these activities will be dismissed from the club immediately with no refund of Club Fees.

IMUA VOLLEYBALL CLUB athletes are expected to:

- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Keep a positive attitude and be supportive of teammates and coaches.
- Be prepared mentally and physically for all practices and competitions.
- Be cooperative, considerate, and act with high moral and social standards while traveling as a program representative.
- Be punctual for all scheduled events.
- Never use alcohol or controlled substances, including tobacco products.
- Learn the rules and develop officiating skills.
- Be willing and ready to serve the team and Club by participating in fund-raising, sports promotion, officiating, and serving on assigned committees.
- Follow all specific team rules established by the coach.
- Participate in physical conditioning outside of scheduled practices.
- Take responsibility and be accountable for individual behavior.
- Show initiative.

Parent Responsibilities: Appropriate parental support and involvement is vital to the success of a team. Parents may attend practices only if specifically authorized by the coach but may not interfere in any way. Players are expected to fully participate in practice and the presence of parents or other spectators may be a distraction. Parents are encouraged to volunteer to be part of the team, fulfilling one of the many tasks associated with Club Volleyball. Some parents may be asked to help facilitate practice. If a parent has the ability and time to volunteer in this capacity, a background check will be expected of the parent/parents.

IMUA VOLLEYBALL CLUB parents are expected to:

- Release their child to the experience of playing volleyball on their club team. (This will be explained more completely at the mandatory orientation at the beginning of the year; but if at any time, further clarification is required, please feel free to contact the coach. Club Director will also be available to talk with the coach for any assistance).
- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Allow the coaching staff to handle any concerns over an official's ruling.

- Understand and respect the differences between parental roles and coaching roles.
- Focus on their child's development of skills and strategies rather than
- Competitive success. The nature of sports competition creates its own pressure to succeed.
- Communicate their true concerns with the coach. A positive working relationship is based upon clearly communicated mutual goals among parents, coaches, and athletes.
- Control negative emotions and think positively.

Coaches' Responsibilities: Coaches will plan and lead all practices and game activities with a sense of purpose, working towards clearly established goals that are Specific, Measurable, Achievable, Realistic, Tangible (SMART) goals. Emphasis in practice and competition will be placed on skill development and overall team improvement.

IMUA VOLLEYBALL CLUB coaches are expected to:

- Display sportsmanship and respect towards teammates, competitors, parents, coaches, and officials at all times.
- Always put the welfare of the athletes and ahead of any personal gain.
- Be punctual for all scheduled events.
- Learn about the athletes and their individual needs.
- Know the rules of the game.
- Make informed playtime and strategy decisions.
- Prepare informative and challenging practices.
- Emphasize performance and process over outcome.
- Be positive and consistent with feedback.
- Communicate with athletes and parents by making sure they are familiar with expectations, procedures, and team rules. Be open to talking with athletes and parents. Be fair, impartial, and ready to listen and respond.
- Protect the safety of athletes. Direct any injury or illness to the appropriate medical authority.
- Provide a role for each player selected for a team.
- Be respectful of the facilities used by the Club and maintain Club property responsibly.
- Contribute to and support the decisions of policy, actions, and rules of USA Volleyball, the USAV Northern California Region, and IMUA VOLLEYBALL CLUB.
- Be a good role model on and off the court.

Sexual Harassment Prevention

IMUA VBC is committed to providing and maintaining an athletic environment that is free from sexual harassment and/or unwanted sexual attention. To focus on preventing sexual harassment in our activities, we have adopted the Sexual Harassment Policy of the USAV. Harassment can occur between any members of the volleyball community, including coaches, players, officials, parents, and organizers. It most often occurs when one individual holds a position of real or perceived authority over the other involved individual.

Sexual Harassment may involve:

- Suggestive comments about physical appearance
- Leering or staring
- Use or display of materials with inappropriate sexual content
- Sexual teasing
- Jokes with sexual themes
- Unwanted physical contact
- Promises or rewards in return for sexual favors
- Sexual assault

IMUA VOLLEYBALL CLUB members, coaches, parents or guardians, or any family member or significant other of any of the above may not engage in sexual harassment. Unwelcome and unwanted sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature such as sexual jokes, gestures, graffiti, posters, writings, or physical contact may constitute sexual harassment when:

- Submission to or rejection of such conduct is used as the basis for participation or team selection affecting an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's opportunity to participate in volleyball events or results in creating an intimidating, hostile, or offensive environment.

Members encountering behavior perceived as harassment should report the allegation directly to the Club Director. If it is felt this approach is not likely to be productive, or if such approach has been tried and failed, the person harassed should make a report to the NCVA Regional Office. The initial notification of accusation(s) and any decisions(s) and/or sanctions imposed may be made orally (either in person or by phone) or by e-mail, but must be followed by written notice sent by regular first class mail. A report of sexual harassment will remain confidential to the extent that maintaining confidentiality does not impede investigation of the report of harassment, eliminating or remedying any sexual harassment found to have occurred, or preventing future harassment.

IMUA VOLLEYBALL CLUB may restrict from sanctioned events any member, coach, parent, guardian family member or significant other alleged to have committed sexual harassment, pending an investigation of a sexual harassment report. Any person who engages in sexual harassment, who fails to

cooperate in an investigation of sexual harassment charges, or who violates or acts in a manner inconsistent with this policy, may be immediately dismissed as a member or barred from sanctioned events of IMUA Volleyball Club.

Playing Time

Playing time must be earned. Equal playing time is never guaranteed on any team or at any event. The following factors influence playing time, in no particular order of importance:

- **Attendance at practices**
- **Volleyball skill and ability as evaluated by the coach**
- **Effort and attitude in practice and game situations**
- **Individual position and role on the team**
- **Adherence to the coach's rules**
- **Adherence to the club's rules**

Playing time is NOT an issue to be brought to the coach's attention by the parent. If an athlete has questions about her playing time, she may address these with the coaches at an agreed upon time apart from practices or tournaments.

Athletes are not guaranteed to play the same position that they do during their high school volleyball season. Coaches take into consideration many factors in selecting athletes to fill out their rosters, and may feel that the athlete and team would benefit by developing an athlete to play a different role than he or she has previously performed.

Grievances

Knowing when and how to communicate with your athlete's coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time. IMUA VOLLEYBALL CLUB will not tolerate a hostile or aggressive confrontation between a parent or athlete and any official, coach, other parent, or other athlete, whether or not the coach, other athlete, or other parent is a member of IMUA VOLLEYBALL CLUB. Violation of this policy may result in the athlete being dismissed from the Club.

It is inappropriate for any athlete or parent to approach other IMUA VOLLEYBALL CLUB members or their parents about a problem the athlete or parents have with an IMUA VOLLEYBALL CLUB coach, objections to coaching decisions, or a disagreement with an administrative decision. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the Club. Competitive team athletics, by its very nature, creates situations where not everyone may be happy all the time. For the psychological health of the team and the Club as a whole, grievances need to be handled by only the parties involved and the decision-makers in the situation.

IMUA VOLLEYBALL CLUB encourages any athlete to talk to the coach when she has questions about her playing time or if she is unclear about what the coach's expectations are either in practice or in competition. An appropriate attitude may be for the athlete to ask the coach what she needs to do in order to get more opportunities to play in matches. This discussion should take place away from

tournament play or practices.

The coaches and/or Club Director will not discuss "coaching decisions." *"Coaching decisions" include, among other things, specific match decisions such as who played when, who was subbed out and when, or in what position an athlete was played.* The amount of time any athlete is given on the court is a result of a complex determination, in that coach's opinion, of the athlete's ability, the athlete's potential, the athlete's position, the team's needs at the moment, and the team's needs in the future.

The coach will **NOT** be required to defend his/her thought processes or conclusions in these determinations, and it is improper for a parent to make that request.

Coaches will not discuss any athlete other than the parent's own or the actions of any other IMUA VOLLEYBALL CLUB coach. If you, as a parent, have legitimate concerns about your athlete's coach, a coach other than your athlete's coach, or with an athlete other than your own, you need to address this with the Club Director.

Please remember that "coaching decisions" are **NOT** a legitimate concern.

With any discipline problems with an athlete, the coach will take the following steps of communication:

- The coach will speak to the athlete.
- If the issue is not resolved, the coach will then speak with the athlete's parents.
- If the issue is still not resolved, the coach will then speak with the Club Director.
- When a parent has a problem that is specific to their own athlete or an athlete has a legitimate concern to raise, the following steps of communication should be taken:
 - The athlete should speak with the coach about the matter.
 - If the issue is not resolved, the parent should then speak with the coach.
 - If the issue is still not resolved, the parent may then speak with the Club Director and request a meeting with the coach and Director.

Meetings of this nature are to be at times and locations other than tournaments. If a parent approaches a coach during a tournament, we have instructed the coach to refuse to discuss any controversial matter and to walk away. The recommended time for a parent and/or athlete to talk to a coach about a problem is at a previously arranged meeting either before or immediately after a scheduled practice.

Repetitive complaining by a parent or athlete to third parties may be cause, in the sole determination of the Club, to terminate club membership.

Issues that are for the Club Director, not team specific, as addressed above should first be directed to the Parent Liaison (If available) for handling at the lowest possible level. If either the family or liaison thinks it appropriate, then the Club Director will become involved.

Travel

Athletes and/or parents are responsible for providing transportation for their athlete to and from tournament sites. Carpools are acceptable and encouraged.

When the team travels together, be on time for departure. All members of a team will be required to stay in the same hotel. Hotel rooms will be booked by the club director in consultation with the assistant club director and team coaches. The costs of the hotel room are the responsibility of the athlete. Break down example varies as follows:

Hotel = \$90 overnight stay

Food \$10 for 3 meals = \$30

Any parent or athlete that does not stay with the team may do so only with the permission and approval of both team coaches and club directors. Athletes will not leave the hotel without a parent, coach, or chaperone and must notify the coach. Athletes must use a buddy system at all times. When traveling as a team, room numbers and phone numbers are to be given ONLY to members of the travel party. Curfews for the players may be established by the coaches. It is the parent/chaperone's responsibility to assist coaches in enforcing such curfews. Violation of curfew may result in the player being terminated from the club.

Athlete who damages any property at lodging or playing facility will be responsible for the damages. Any athlete found in possession of alcohol or other controlled substances, including tobacco products, while representing IMUA VOLLEYBALL CLUB will be sent home immediately at the expense of the parent or guardian.

Insurance Coverage

The USAV-NCVA provides team liability protection on an excess coverage basis for members participating in scheduled, supervised, and approved activities. If an athlete sustains an injury in a practice or a tournament, any medical treatment that is needed must be covered by individual medical insurance.

Injuries/Illness

If an athlete sustains an injury or becomes ill during a practice or game, she must tell her coach immediately.

A coach will not allow an athlete to practice or compete if there is:

- a verbal statement from an athlete expressing an injury
- a physical action shows that they are unable to play
- a signed note from a parent or doctor

Parents will be notified immediately upon any emergency.

If an athlete sustains an injury or illness that is so severe that she is unable to participate in practices or tournaments for a period of time, written notification of recovery from a parent or qualified healthcare provider is required before that player may resume participation.

Website

We're committed to a top rated website (www.imuavbc.com). Our marketing department will utilize any form of online marketing such as facebook.com to reach out to the community at large. The intention of committing to a website is to provide a useful and effective vehicle for college recruiters to recognize our players.

We will also use our club website as a vehicle to pass along information to families like tournaments, practice and new information. Please use our online google calendar for all practice and tournament updates.

Model Release Authority

Throughout the season, our IMUA athletes will be photographed at practices and tournaments. For valuable consideration received, I hereby grant IMUA Volleyball Club the absolute and irrevocable right and unrestricted permission to use, re-use, display, distribute, transmit, publish, re-publish, copy, or otherwise exploit, either in whole or in part, either digitally, in print, or in any other medium now or hereafter known, for any purpose whatsoever and without restriction, **photographs** taken of my son and/or daughter, or in which my son and/or daughter may be included; to alter the same without restriction; and to copyright the same. I understand and agree that IMUA Volleyball Club may or may not use my daughter's name in conjunction with the photographs. Photos will be used for every aspect of and sales and marketing and promotional purposes such as team website, flyers, posters, or post cards.

I hereby release and discharge IMUA Volleyball Club and agents, representatives, and assignees from any and all claims and demands arising out of or in connection with the use of the photographs, including without limitation any and all claims for invasion of privacy, right of publicity, and defamation.

This agreement is being made and entered into under the laws of the State of California and shall be governed and interpreted in accordance with the laws of said state. This agreement embodies the entire agreement of the parties of my daughter (member of IMUA) and IMUA Volleyball Club.

IMUA Volleyball Club 2017-2018 Membership Agreement and Grievance Policy Contract

Article I. MEMBERSHIP

Section 1.01 Provisions. The classification of members, the amount of dues payable by the members of each class, the suspension and expulsion of members, and all other matters affecting or relating to the members or membership shall be under the sole control of the IMUA Volleyball Club (hereafter referred to as "the Club"). Dues and any other membership charges may be changed at any time without notice.

Section 1.02 Nondiscrimination. It shall be the policy of the club to accept application for membership from any individual without regard to race, creed, gender, sexual orientation, or national origin.

Article II. DUES AND OTHER CHARGES

Section 2.01 Responsible Party. The parent or guardian who signs this contract as the Responsible Party (hereafter referred to as "Responsible Party") is liable for any and all dues, fees, and charges for goods and services incurred by the Athlete Member (hereafter referred to as "Athlete"). By signing this contract, the Responsible Party acknowledges and accepts this liability and agrees to be bound by the terms of this Membership Agreement (hereafter referred to as "Agreement").

Section 2.02 Dues and Fees. The Club shall determine the amount and terms of payment of dues, fees, and/or travel expenses, which shall be payable by the members. The obligation to pay dues or fees is not dependent on the availability of all the Club's facilities and/or tournaments. Failure of the Club to conduct any specific number of practice sessions or participate in any specific number of tournaments for any reason will not reduce or suspend any member's obligation to pay dues or fees. Voluntary termination by a member for any reason shall not reduce or suspend the member's obligation to pay all dues, fees, and other indebtedness incurred as the result of signing this Agreement.

Section 2.03 Late or Returned Item Fees. A twenty-five-dollar fee will be assessed to the account of any member failing to make payment for dues or any other Club charges by the tenth of the month of during billing cycles. Additionally, a twenty-five (\$25.00) service fee will be assessed to a member's account for a check returned to the Club for refusal of payment because of insufficient funds, account closed, or other similar circumstances.

Section 2.04 Delinquent Accounts. Members failing to pay the amount due on their account within thirty (30) days of the stated due date will be classified as delinquent and will become liable for the stated amount plus all costs of collection including, but not limited to, attorney fees, and may be subject to immediate termination by the Club without further notice.

Section 2.05 Prepaid Dues and Fees. Prepaid dues and fees are non-refundable, except as otherwise provided in this contract.

Article III. TERMINATION OF MEMBERSHIP

Section 3.01 Involuntary Termination. The Club reserves the right to terminate this Agreement at any time. The Club, in its sole discretion, determines whether or if the member(s) has failed to comply with any of the rules and regulations adopted by the Club, or for conduct the Club determines to be improper or contrary to the fundamental purposes of the Club or detrimental to the best interests of the Club. A terminated member will remain liable for all dues and other indebtedness incurred as a result of signing this Agreement.

Section 3.02 Voluntary Termination. Voluntary termination of a membership by a member shall not reduce or suspend the member's obligation to pay all dues and other indebtedness incurred as a result of signing this Agreement.

Article IV. WAIVER OF LIABILITY

Section 4.01 Waiver of Claims. Members expressly agree that use of Club facilities and/or participation in Club sponsored activities and events shall be undertaken by members at their sole risk. The club shall not be liable for any injuries or any damages to any member, or be subject to any claim, demand, injury or damages whatsoever arising out of such use, activities, and events. The Club shall not be responsible or liable to members for articles of personal property damaged, lost, or stolen in or about the club facilities or during any club activities or events. The Club shall not be responsible or liable to members for loss or damages to any member's property including, but not limited to, automobiles and the contents thereof.

Article V. RULES AND REGULATIONS

Section 5.01 Non-Comprehensive. The rules and regulations included in this Agreement are NOT comprehensive. Amendments to the Club rules and regulations may be made from time to time as necessary. On all questions regarding the interpretation of and application of Club rules and regulations, the decision of the Club Director shall be final.

Article VI. CANCELLATION AND REFUND POLICY

Section 6.01 Rights to Cancellation. It is very difficult or impossible to fill an empty spot and/or specific position on a team roster after the commitment signing day. Once our athletes have committed to join or IMUA Volleyball Club by your signed NCVA letter of commitment form on November 13, 2017 we will hold you accountable to stay with our club for the remainder of the club season and fulfill your financial club tuition obligation. **There will be NO refunds after the commitment signing day.** Your judgement with lack of playing time during practices, practice scrimmages, and/or tournaments are not legitimate reasons to quit a team.

Section 6.02 Cancellation due to Club Closure. The Responsible Party may cancel this contract if the Club goes out of business by mailing written notice of such cancellation with return receipt requested to the Club. Upon receipt of such cancellation notice, the Club may retain that portion of dues or collect that portion of dues incurred by the member that is equal to the proportionate value of the services, use of facilities, equipment, and registration fees the member has already received from the Club.

Section 6.03 Cancellation due to Injury or Disability. It is very difficult to recruit a replacement post tryout. The Responsible Party are required to help in recruiting a committed athlete to fill her role for the remainder of the season in order to be reimbursed for a portion of the season that she will miss due to her injury. Such notice must be in writing and mailed to the club with return receipt requested. If the Athlete becomes disabled, is so severely injured that she cannot practice or compete for more than three (4) months, or the Athlete's estate cancels the Agreement in the event of the Athlete's death. Upon receipt of such cancellation notice, the Club will decide to retain that portion of the dues or collect that portion of the indebtedness incurred by the member that is equal to the proportionate value of the services, pre-paid tournament fees, use of facilities, equipment, and registration fees the member has already received from the Club. A reimbursement may be honored but NOT guaranteed if her position has been filled by another athlete to fill her spot on the team roster. If her spot is not filled there will be NO reimbursement/ refund allowed. The Athlete must provide proof of disability by furnishing the club with a written statement from a doctor certifying the disability. In such a case, the Athlete will be admitted back to practice only with a written release from the doctor stating the Athlete's ability to participate fully in Club activities.

Grievance Policy Contract

Knowing when and how to communicate with your athlete's coach is a concern for almost every parent at some time during the season. Most often the concern is how to inquire about issues surrounding playing time.

IMUA VOLLEYBALL CLUB will not tolerate a hostile or aggressive confrontation between a parent or athlete and any official, coach, other parent, or other athlete, whether or not the coach, other athlete, or other parent is a member of IMUA VOLLEYBALL CLUB. Violation of this policy may result in the athlete being dismissed from the Club.

It is inappropriate for any athlete or parent to approach other IMUA VOLLEYBALL CLUB members about a problem the athlete or parents have with an IMUA VOLLEYBALL CLUB coach, objections to coaching decisions, or a disagreement with an administrative decision. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the Club. Competitive team athletics, by its very nature, creates situations where everyone may not be happy all the time. For the psychological health of the team and the Club as a whole, grievances need to be handled by only the parties involved and the decision-makers in the situation.

IMUA VOLLEYBALL CLUB encourages any athlete to talk to the coach when she has questions about her playing time or if she is unclear about what the coach's expectations are either in practice or in competition. An appropriate attitude is for the athlete to ask the coach what she needs to do in order to get more opportunities to play in matches. This discussion should take place away from tournament play or practices.

The coaches and/or Club Director will not discuss "coaching decisions". "Coaching decisions" include, among other things, specific match decisions such as who played when, who was subbed out and when, or in what position an athlete was played. The amount of time any athlete is given on the court is a result of a complex determination, in that coach's opinion, of the athlete's ability, the athlete's potential, the athlete's position, the team's needs at the moment, and the team's needs in the future. The coach will **NOT** be required to defend his/her thought processes or conclusions in these determinations, and it is improper for a parent to make that request.

Coaches will not discuss any athlete other than the parent's own or the actions of any other IMUA VOLLEYBALL CLUB coach. If you, as a parent, have legitimate concerns about your athlete's coach, a coach other than your athlete's coach, or with an athlete other than your own, you need to address the Club Director. Please remember that "coaching decisions" are **NOT** a legitimate concern.

With any discipline problems with an athlete, the coach will take the following steps of communication:

- The coach will speak to the athlete.
- If the issue is not resolved, the coach will then speak with the athlete's parents.
- If the issue is still not resolved, the coach will then speak with the Club Director.

When a parent has a problem that is specific to their own athlete or an athlete has a legitimate concern to rise, the following steps of communication should be taken:

- The athlete should speak with the coach about the matter.
- If the issue is not resolved, the parent should then speak with the coach.
- If the issue is still not resolved, the parent may then speak with the Club Director and request a meeting with the coach and Director. Meetings are to be at times and locations other than tournaments or practice.

If a parent approaches a coach during a tournament, we have instructed the coach to refuse to discuss any controversial matter to walk away, and later report the incident to the Club Director. The recommended time for a parent and/or athlete to talk to a coach about a problem is at a previously arranged meeting either before or immediately after a scheduled practice.

Repetitive complaining or bickering by a parent or athlete to third parties may be cause, in the sole determination of the Club, to terminate club membership.

Parents/guardians and athletes agree to abide by the IMUA Volleyball Club policy and grievance procedures set forth in the "2017-2018 IMUA Volleyball Handbook" and this "Membership Agreement and Grievance Policy Contract."

By signing below, we acknowledge that we have read and agree to abide by the IMUA Volleyball Club policy and grievance procedures set forth in *the "2017-2018" IMUA Volleyball Handbook* and this *"Membership Agreement and Grievance Policy Contract."*

PARENT/ GUARDIAN: _____

DATE: _____

IMUA ATHLETE: _____

DATE: _____

THE FOLLOWING ACTIONS ARE PROHIBITED:

1. Violation of any anti-doping policies, protocols or procedures as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Federation International de Volleyball (FIVB), US Anti-Doping Agency (USADA) or the United States Olympic Committee (USOC). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USA Volleyball (USAV).
2. Possession, consumption or distribution of alcohol and / or tobacco if illegal or in violation of NCVA or USAV policy. Use of a recognized identification card by anyone other than the individual described on the card.
3. Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be part of any penalty imposed.)
4. Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons.
5. Any action considered to be an offense under Federal, State or local law ordinances.
6. Violation of the specific policies, regulations, and/or procedures of the NCVA, USAV or the facility used in conjunction with a sanctioned event. (It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.)
7. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
8. Physical or verbal intimidation of any individual.
9. Actions that will be detrimental to the USAV or the NCVA.

USA VOLLEYBALL DISCIPLINARY POLICY

Infraction: First When Occurred: Before or during event

Suggested Maximum Penalty: Individual disqualified (if person is a junior, he/she will be sent home as soon as possible and parent or guardian notified). The individual may be declared ineligible for NCVA membership or USAV registration for one year starting from the date of infraction

After event concludes: The individual may be declared ineligible for NCVA membership or USAV registration for one year starting from the date of infraction

Infraction: Second When Occurred: Before or during event

Suggested Maximum Penalty: Individual disqualified (if person is a junior, he/she will be sent home as soon as possible and parent or guardian notified). The individual may be declared ineligible for NCVA membership or USAV registration for two years starting from the date of infraction

After event concludes: The individual may be declared ineligible for NCVA membership or USAV registration for two years starting from the date of infraction.

Infraction: Third

Suggested Maximum Penalty: Individual may be declared ineligible for NCVA membership or USAV registration for the remainder of his/her lifetime.

NOTE: Major misbehavior (e.g. verbal or physical abuse of a child, sexual harassment, etc.) may subject the violator to lifetime ineligibility for NCVA membership or USAV registration after the first infraction. Penalties are only applied after affording the athlete due process as required by the Ted Stevens Olympic and Amateur Sports Act (TSOASA), USOC, NCVA, and USAV. Appeals, other than for doping violations, may be made in accordance with procedures set forth in the bylaws and operating codes of the NCVA and USA Volleyball as printed in the current NCVA Handbook and Official USA Volleyball Guide respectively.

I acknowledge that volleyball or any sporting event is an extreme test of a person's physical and mental limits and that my participation in a volleyball event can cause potential death, serious injury, or property damage. With a full **understanding of the potential risks, I HEREBY ASSUME THE RISKS OF PARTICIPATING OR OFFICIATING IN A VOLLEYBALL EVENT.**

I hereby take the following action for myself, my executors, administrators, heirs, next of kin, successors and assigns: a) I **WAIVE, RELEASE, AND DISCHARGE** from any and all claims or liabilities for death or personal injury or damages of any kind, **EXCEPT THAT WHICH IS THE RESULT OF GROSS NEGLIGENCE AND/OR WANTON MISCONDUCT OF PERSONS OR ENTITIES LISTED BELOW**, which arise out of or relate to my traveling to and from or my participation in any volleyball event, **THE FOLLOWING PERSONS OR ENTITIES:** USA Volleyball and its Regional Volleyball Associations, tournament directors, sponsors, and the officers, directors, employees, representatives, and agents of any of the above; b) 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; and c) 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.

In consideration of the rights and privileges granted to me by signing this membership form, I certify that I have read and completed all sections of this membership application;

1. I have read and understand the NCVA and USAV Codes of Conduct, Disciplinary Policies, and Waiver and Release of Liability;
2. I understand that the Codes of Conduct, Disciplinary Policies, and Waiver and Release of Liability apply to my conduct in all activities or events sanctioned or sponsored by the NCVA/USAV in which I participate;
3. I (or my parent or legal guardian) am at least eighteen (18) years old;
4. I agree and consent to abide by the NCVA and USAV Codes of Conduct, Disciplinary Policies and Waiver and Release of Liability set forth herein; and I understand that, if I violate the NCVA or USAV Codes of Conduct, I might be subject to disciplinary action in accordance with NCVA or USAV Disciplinary Policies.

PARENT/GUARDIAN: _____

DATE: _____

PLAYER/ATHLETE: _____

DATE: _____

The above signed parent and natural guardian or legal guardian of the applicant [executes the foregoing Waiver and Release for and on behalf of the minor named herein. I hereby bind myself, the minor and all other assigns to the terms of the Waiver and Release. I represent that I have legal capacity and authority to act for and on behalf of the minor named herein, and I agree to indemnify and hold harmless the persons or entities named in the Waiver and Release for any claims or liabilities assessed against them as a result of any insufficiency of my legal capacity or authority to act for and on behalf of the minor in the execution of the Waiver and Release. I have also read and understand the USAV Participant Code of Conduct (Section II above) and have reviewed the Code with my child regarding the stipulated conditions and their ramification. I fully consent to my child's participation

in NCVA/USAV events.

The financial obligations under IMUA VOLLEYBALL CLUB policy if my daughter/son commits to IMUA Volleyball Club:

- The initial payment is required to ensure the club has the capital to register teams and order uniforms for the tournaments for the year.
- Three monthly payments of the final calculated dues beginning with the first month following the month of signing.
- Additional fees for tournaments added by the coach (in consultation with parents and Club Director) after the budget and fees have been finalized.
- Additional travel and tournament fees should a team participate in national tournaments.
- An athlete with a delinquent account during the current season will not be allowed to participate in practices and/or tournaments until the account is made current or individual arrangements are made with the Club Director. No athlete will be allowed to participate during the current season if fees from the previous season are unpaid. If an account remains delinquent for 30 days, the athlete is subject to immediate dismissal from the Club and the account will be forwarded to a collections agency.
- An athlete, coach, or parent damaging any equipment owned by IMUA Volleyball Club or any facility used by the IMUA Volleyball Club during the season (at practices or tournaments) will be required to reimburse IMUA Volleyball Club and/or facility for the damage before continuing in the Club.

All payments are due on the (FIRST) of each month per out IMUA Volleyball Club fee schedule.

Parents/guardians and athletes certify to have read, understand and will abide by the policies stated in the Membership Agreement and the Grievance Policy Contract. I confirm that I am the responsible party for the athlete listed below.

PARENT/ GUARDIAN: _____

DATE: _____