



HANDBOOK & CONTRACT

We reserve the right to edit this handbook and contract any anytime based on updating best practices for the club and its members best interest.



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1. OUR MISSION

“Our mission is to develop players to the highest international standard, which will allow our teams to challenge for national titles making the club a nationally recognized brand.”

What does that mean?

nation.academy was started to provide players in the Charleston volleyball community the absolute best opportunity to continue their journey at the highest level possible. To do that, one needs to understand what level of training and competition is required to achieve that goal.

Players are not competing with local, regional or national players for scholarships, but also international players who are being trained to go professional at age 16. More and more college/university programs are now going on foreign off-season tours to identify these players and expose their brands to international players for recruitment. That’s where “develop players to the highest international standard” comes into our mission.

Competition demonstrates the capability of a player. Can they play with and against the best there is in the country? First, they must be able to compete against players across multiple age groups in the collegiate roster to dress for game day, make the travel team and play. Second, they also must compete against other schools whose players are doing the same to compete. If they are recruited and offered a scholarship, that is what is expected from them. If they cannot compete against the best in a single age group, how will they across four to five age groups in college? That’s where the “which will allow their teams to challenge for national titles” comes into our mission.

Striving to become a perennially recognized national club brand by consistently providing the best training and playing against the best competition starts with playing against the best competition on a regular basis. If you are not yet the best, you at least better be playing against the best to build your club brand recognition so players are seen by the top schools in the country. The club brand recognition works backward to assist the players in being identified for scholarship. That’s where the “making the club a nationally recognized brand” comes into our mission.

Simply put, we strive to develop the best players and play the best competition, so our players can have the best opportunity to be identified as possible.



2. DEFINITIONS

The following terms are defined and interpreted in this agreement as:

“FIVB”	Refers to Fédération Internationale de Volleyball (“FIVB”) is the global governing body of volleyball.
“NORCECA”	Refers to The North, Central America and Caribbean Volleyball Confederation (“NORCECA”) is the North American, Central American and Caribbean governing body for the FIVB.
“USAV”	Refers to USA Volleyball (“USAV”) is the national governing body of volleyball in the United States for the NORCECA. It is also known as a Federation.
“PVA”	Refers to Palmetto Volleyball Association (“PVA”) is a regional governing body of the USAV.
“NA”	Refers to nation.academy
“Member”	Refers to a person who has completed a membership application USAV, PVA or NA.
“Player”	Refers to a person who has been offered and accepted a contract with USAV, PVA or NA.
“Parent”	Refers to a parent or guardian of a member or player.
“Training”	Refers to any official organized practice scheduled by NA.
“Tournament”	Refers to any official organized competition scheduled by NA.
“Event”	Refers to any official organized event scheduled by NA.
“Travel”	Refers to any official organized transportation to and from training, tournaments and events.



3. ORGANIZATIONAL STRUCTURE OF VOLLEYBALL



Fédération Internationale de Volleyball (“FIVB”) is the global governing body of volleyball.



The North, Central America and Caribbean Volleyball Confederation (“NORCECA”) is the North American, Central American and Caribbean governing body for the FIVB. It is also known as a Confederation. It is a member of the FIVB.



USA Volleyball (“USAV”) is the national governing body of volleyball in the United States for the NORCECA. It is also known as a Federation. It is a member of NORCECA.



Palmetto Volleyball Association (“PVA”) is a regional governing body of the USAV. It is also known as a Region. It is a member of the USAV.



nation.academy (“NA”) is a community-based club in Charleston South Carolina. It is also known as a Club. It is a member of the PVA.



4. USAV CODE OF CONDUCT & POLICIES

Players and Parents are expected to follow the USAV Code of Conduct & Policies or be subject to USAV, PVA and/or NA disciplinary actions.

All Players must agree to adhere to the USA Volleyball (“USAV”) Code of Conduct (“COC”) by executing the form attached hereto as Addendum A.

All Parents (or Guardians) and Players must execute the USA Volleyball Waiver and Release of Liability form attached hereto as Addendum B.

All Parents (or Guardians) and Players must execute the USA Volleyball Youth & Junior Volleyball Player Medical Release form attached hereto as Addendum C.

Current forms from USAV may be found at:

<https://www.teamusa.org/USA-Volleyball/Membership/Forms-and-Information>

Players and Parents are expected to follow the USAV Code of Conduct & Policies or be subject to USAV, PVA and/or NA disciplinary actions.



5. PALMETTO REGION POLICIES

Players and Parents are expected to follow the USAV Code of Conduct & Policies or be subject to USAV, PVA and/or NA disciplinary actions.

a. **Region Handbook**

The Palmetto Region Handbook is posted here:

<https://www.palmettoregionvb.org/page/show/3647624-palmetto-region-handbook>

b. **Tryouts**

The Palmetto Region Policies for tryouts are posted here:

<https://www.palmettoregionvb.org/tryout-policy>

c. **Recruiting & Player Transfers**

The Palmetto Region prohibits any coach, player or parent discussing movement from one club to another club during the season (from time of signing a club contract after tryouts until end of USAV nationals). Parties who desire to move to another club must contact their current club director to seek a release. The current club has the authority to decline or approve the release.

Discussions/request must be made through the club directors only by contacting the current club director to notify them of interest in moving. This club director will contact the other club director. Request to be released for movement to another club during the season must be done in writing via email to club directors only and copy the region.

d. **Parent and Fan Behavior**

The Palmetto Region has a **NO-TOLERANCE** policy on screaming, yelling, or making any derogatory remarks to ANY official (Up ref, down ref, line judges, or scorekeepers). Keep in mind, they are human, and most of the time they are kids.

Penalty is immediate dismissal from gym, no warning. Parties found guilty may face sanction to participate in future tournaments or team be fined. Note, part of our game includes bad calls and wrong scores. Anyone who reacts in using an attitude or raising your voice to anyone on a working team is guilty.

Concerns are required to be handled through the club. If you witness a violation of the No Tolerance Policy, if possible, take a video to remit a complaint to the region. First hand statements are also needed.



Parents, Players, coaches and spectators: No tolerance policy for anyone using profanity, threatening another person, physical altercation, yelling (other than positive cheering) and similar behavior. This can result in being banned from future attendance in all events and possible sanction to member, team or club.

Players and Parents are expected to follow the USAV Code of Conduct & Policies or be subject to USAV, PVA and/or NA disciplinary actions.



6. NATION.ACADEMY POLICIES

Players and Parents are expected to follow the USAV Code of Conduct & Policies or be subject to USAV, PVA and/or NA disciplinary actions.

a. Tryouts

We will post information about our tryouts on our social media channels and web site at: <https://volleyball.charleston.academy/tryouts/>. Tryouts dates may change based on conflicts with the SC High School League in order to make sure players can attend.

The nation.academy Tryouts are open to all players who feel they can commit to becoming the best player than can be. Players are not only chosen on their current ability, but their willingness to commit to the process of becoming the best player they can be and potential our staff see in their future development.

In order to tryout for nation.academy, you must:

1. You must register and pay with USA Volleyball at:
 - a. Renewals: <https://webpoint.usavolleyball.org/wp15/IntraLock/Login.wp>
 - b. New Members: https://webpoint.usavolleyball.org/wp/memberships/join.wp?mbr_ChapterID=25977
 - c. If you do not play, this fee is refundable.
 - d. You need to bring the following USA Volleyball Medical Release Form Notarized to tryouts: https://www.teamusa.org/-/media/USA_Volleyball/Documents/2018/2018-forms/2019-Player-Medical-Release-w-ClubTeam-WITH-Notary_fillable.pdf?la=en&hash=5D97FA1E6DFFB94CAD425896C8089452E30876BE
 - e. We suggest that you select “undecided” status so that you can try out for multiple clubs.
 - f. If you are trying out for multiple clubs, you will need to complete this form and take to each tryout. <https://cdn3.sportngin.com/attachments/document/0133/2422/PM16-Player-Multi-Club-Tryout-Discloser.docx>
2. You then need to register as a nation.academy Bronze Level member.
 - a. This does not mean you are a nation.academy player or have received an offer.



- b. It means you are a member of our volleyball community that entitles you to try out with nation.academy, provides you with a tryout nation.academy t-shirt, adidas volleyball discounts to our official store and access to nation.academy events we hold in the community.
3. If you are extended an offer you must upgrade your membership to Gold Status to officially accept your offer.
4. nation.academy reserves the right to make unsolicited offers to players during the PVA tryout period without a player attending a tryout.
5. nation.academy reserves the right to hold local and international player combines after tryouts.

b. Season

Our season runs from the point you sign a contract with the club until USAV Boy & Girls National Finals are completed even if your team doesn't qualify for USAV National Finals.

c. Tournaments

Our tournament schedule is posted on our web site and attendance is mandatory. Tournament schedules may change from time to time based on acceptance or conflicts.

Players must stay with their teams through the entirety of the tournament and may only be dismissed individually under exceptional circumstances and only in the company of their Parent or Guardian.

Players must adhere to their work detail and may only be dismissed individually under exceptional circumstances.

Players will always be expected to wear the match equipment provided to them during matches.

d. Teams

Teams are selected by age groups first during tryouts. Then players are selected into teams for each tournament based on the competitiveness of the tournament and the performance of players leading up to that tournament.

There may be an "A" team and a "B" team for each national qualifying tournament. We challenge the players each week to compete for spots on the "A" team.



Teams that qualify for nationals are “locked” for the USAV Nationals but may play on different teams during other qualifiers. The first team that qualifies for USAV Nationals will be the team that is “locked”.

e. **Training**

Training (or practice) is posted in our official club app and attendance is mandatory. Practice schedules may change from time to time based on conflicts.

You are expected to arrive and be prepared to start training on time.

Players will always be expected to wear the training equipment provided to them during training.

f. **Playing Time**

Playing time will be determined solely at the coach’s discretion. The priority of regional qualifying tournaments is player development and team cohesion. The priority of national qualifying events is winning the tournament first and player development second. We **DO NOT** guarantee playing time for any player.

g. **Travel**

Players will be required to travel with their team as a group to all national events. You must arrive on time for travel departures with all your official required gear to travel and play.

All players are expected to be in their rooms for travel tournaments and their homes for local tournaments by 10PM EST (local time if travelling). Phones must be turned in by 8PM and returned at breakfast the following morning at all travel tournaments.

Players will always be expected to wear the leisure equipment provided to them during travel when directed to do so.

h. **Absences**

You are expected to make all training, matches, tournaments and events on the schedule posted on our web site for your age group unless officially requested in writing and written confirmation of that excuse is granted in writing back to you.

i. **Injury**



Any injury requiring treatment on the court, by a trainer or any medical professional must be reported to your coach, technical director, sports performance director and club director immediately.

Treatment on the court is at the mutual discretion of the player and coach to return to play. Any treatment requiring a trainer is solely at the trainer's discretion. If medical attention is recommended by the trainer, only a written release from a physician is allowed to return to play. If treatment is required by a medical professional only a written release from a physician is allowed to return to play.

USAV Insurance covers the period to and from official training, matches, tournaments and sanctioned events and the travel between those activities.

j. Safety

Safety is of paramount concern for our players. Please adhere to the following at all times:

- a. Be aware of your surroundings at all times whether you are at your local training center or on the road. Alert a staff member or parent if anything makes you uncomfortable.
- b. Be aware of facilities and equipment at all times. Alert a staff member or parent if anything appears dangerous or is broken.
- c. Players should always be in groups of at least 2 or more at all times.
- d. Players should never be alone with an adult except a parent. At least one other player should be with you at all times. This includes travel (transportation and hotel).
- e. Players should only be contacted directly through our official app. At no time should a staff member contact you directly via text, social media or any other form of communication.
- f. If you see something, say something to a staff member or parent.

k. Discipline

Staff, Coaches, Players & Parents are required to uphold the USAV Code of Conduct & Policies, Palmetto Region Policies and nation.academy Policies at all times.

Violations observed or reported directly to USAV and Palmetto Region are outside of the control of nation.academy and penalties will be determined by those governing bodies. Violations of the USAV Code of Conduct & Policies and Palmetto Region Policies observed by or reported directly to nation.academy will be self-reported to the USAV and Palmetto



Region. nation.academy policy violations will be reported to the Club Director who will seek guidance from USAV and the Region and determine penalties.

We will always seek to provide warnings in writing to correct behavior, but we reserve the right to terminate a contract in the sole discretion of the club director if the violation impacts the brand of the club or wellbeing of the staff, player or other parents.

Contract terminations do NOT release the parent and player from financial responsibility of this agreement.

Release of the player is at the sole discretion of USAV, the Palmetto Region and the nation.academy Club Director.

l. Contract Termination

We reserve the right to terminate a contract in the sole discretion of the club director if the violation impacts the brand of the club or wellbeing of the staff, player or other parents.

Contract terminations for any reason do NOT release the parent and player from financial responsibility of this agreement.

m. Player Release

Release of a player is at the sole discretion of USAV, the Palmetto Region and the nation.academy Club Director. The Player Release Policy & Procedure is part of the Palmetto Region Policies.

Players and Parents are expected to follow the USAV Code of Conduct & Policies or be subject to USAV, PVA and/or NA disciplinary actions.



7. MEMBERSHIP

nation.academy offers various membership programs for various purposes. We currently offer Bronze, Silver and Gold Memberships.

Bronze Membership

These are for tryouts and will typically include value added products like T-shirts, nation.academy Store Discounts, access to nation.academy events and the like. A Bronze Membership does NOT mean you are a nation.academy player. It is meant to be a community-based membership. These are annual memberships.

Silver Membership

These are for access to our year-round Stay & Play, Sport Performance, etc. programs available to nation.academy players, other volleyball players in the community and non-volleyball athletes in the community. These are monthly memberships.

Gold Membership

These are for nation.academy players who have received an offer to play for nation.academy and signed a nation.academy Handbook and Contract. These are annual memberships that can be paid annually or monthly.



8. PARENT RESPONSIBILITIES

- a. Parents are expected to be supportive.
- b. Parents are not to coach their children during matches (or competitions).
- c. Parents are responsible for transportation to and from all practices.
- d. Parents are responsible for maintaining up to date contact information in our systems, especially phone, email and emergency contact information.
- e. Parents may not withdraw their child from any event without expressed written permission of the coach.
- f. Parents may withdraw their child from nation.academy at any time but will still be responsible for all financial responsibilities of this agreement.



9. GRIEVANCES

- a. Failure to adhere to this policy is grounds for termination of this contract.
- b. Parents and players should not confront a staff member during practices, tournaments or travel unless an emergency.
- c. We encourage players who feel they have an issue to ask for a meeting with the a director, the coach and one teammate present should be requested in writing. Such a meeting should not be during practices, tournament or travel unless an emergency.
- d. If the player feels this is not resolved, a meeting with a director, coach and a parent should be requested in writing. Such a meeting should not be during practices, tournament or travel unless an emergency.
- e. If the player and parent feel this is not resolved, we will seek guidance from the Palmetto Region based on the issue and try to resolve it.
- f. If the issue cannot be resolved, the Club Director in their sole discretion may chose to terminate this agreement.



10. FINANCIAL POLICY

- a. All players accepting an offer are required to sign up on our web site for a nation.academy Gold Membership.
- b. Fees do not cover tournament entry costs for parents, family and/or siblings.
- c. The club fee schedule on our web site (and app) must be adhered to.
- d. The club may in its sole discretion prevent a player from being allowed to participate in practices or tournaments if account is not current and until fees are paid as per agreement.
- e. Outstanding balances at the end of the agreement will be subject to small claims court and/or debt collection and late fees plus collection costs at the sole discretion of nation.academy.



11. REFUNDS

Refunds are granted on the following basis:

a. **USAV Registration Fees**

If a player decides not to play after tryouts, the fee is refundable within two weeks of the ending of the tryout period by the region. You must contact the region for this request.

b. **Memberships**

i. Bronze Level Membership

This is non-refundable.

ii. Silver Level Membership

This is a monthly membership to our stay & play, sport performance, etc. program that is open to the entire volleyball community. This may be cancelled at any time, but we do not offer pro-rata monthly refunds.

iii. Gold Level Membership

This is an annual commitment that is paid monthly. Refunds are granted on the following basis:

1. Injuries:

- a. Acute – non-season ending injuries do not qualify for refunds.
- b. Season Ending – we can cancel your monthly payments from the end of the current month. We do not offer pro-rata monthly refunds.

2. Discipline or Cause

Contract termination for disciplinary action or cause does not qualify for a refund. Monthly payments will be expected to be made on time for the duration of the contract.

c. **Player Transfer**

Upon mutual consent of the Club Director and counterparty Club Director, we can cancel your monthly payments from the end of the current month. We do not offer pro-rata monthly refunds.

d. **Team Folds**

If a team folds for any reason, we will cancel your monthly payments from the end of the current month. We do not offer pro-rata monthly refunds.



12. IMAGE RIGHTS

You authorize the nation.academy and its official partners to use your name, picture or likeness that is taken, captured, recorded or otherwise archived (“Images”) only during the period you were under contract to generally promote the club, its events, activities or programs. We may use these Images in perpetuity.

We **may not use** your name, picture or likeness that is taken, captured, recorded or otherwise archived before or after your contract period without the expressed written permission of the rights holder or yourself.



13. ADIDAS HEAD TO TOE POLICY

adidas is an official partner of nation.academy. nation.academy is part of the “Head to Toe” Volleyball family at adidas. This means that all staff, coaches and players must wear adidas “Head to Toe” at and travelling to all official club functions (training, travel, matches, tournaments, events, etc.) at all times.

We will provide the staff, coaches and players with all the equipment (jerseys, warmups, training gear, leisure wear, bags, knee pads, shoes, etc.) as part of their Gold Level Membership which will be theirs to keep and allow them to meet these requirements.

Any items lost must be replaced immediately through the official online club store.

Any violation of this policy could affect the club’s relationship with adidas and subsequently be cause for the termination of a staff, coach or player contract with immediate effect.



14. HANDBOOK & CONTRACT SIGNATURE PAGE

Parent’s Acknowledgement & Consent

I _____ , acknowledge that I have read and understand the entire nation.academy Handbook & Contract (“Agreement”) in current and future versions while under contract and agree to its policies, procedures and obligations. In addition, I certify that as Parent or Guardian of the player, I have explained to the player the policies, procedures and obligations set forth in this Agreement and I consent to the player’s participation in the programs conducted under USA Volleyball (USAV), Palmetto Volleyball Association (PVA), and nation.academy (NA) of which the player is a member. I agree to pay the fees set forth in the Agreement which allow my child to participate in the programs provided by the player’s membership. Upon joining nation.academy as a Gold Level Member for the 2019 volleyball season, we agree to abide by all the policies, procedures and obligations set forth in this Agreement in current and future versions while under contract.

Parent/Guardian Name	Relationship
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Parent/Guardian Signature	Date
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Players Acknowledgement & Consent

I _____ (player), acknowledge I have read, understand and agree to all the policies, procedures and obligations set forth in the nation.academy Handbook & Contract (“Agreement”) in current and future versions while under contract. As evidence by my signature, I certify that I consent to abide by the policies, procedures and obligations as set forth in this Agreement in current and future versions while under contract.

Player’s Name (Printed)	Date
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Player’s Signature



15. ADDENDUMS

- a. USA Volleyball Code of Conduct Form
- b. USA Volleyball Waiver and Release of Liability Form
- c. USA Volleyball Youth & Junior Volleyball Player Medical Release Form w/o Notary