



GEVA Recruiting and Commitment Policy 2021 -2022

OVERVIEW

The Junior Competition Committee and Chair have revised the Recruitment and Commitment Policy for the upcoming Season. We are hopefully emerging from the restrictions of the COVID-19 Pandemic. We are implementing a revised policy for the season with the intent of serving our Junior members more effectively. The 2021-2022 edition of the Policy will remain in place until August 31, 2022. It will then be reviewed periodically as we continue to emerge and may be amended as appropriate.

For tryouts authorized by GEVA, Players must first register and pay USAV fees through the SportsEngine GEVA Member Management System. Instructions will be available prior to the early registration period opening on August 3, 2021. Any Memberships taken during this period (Aug 3, 2021 through Aug 31, 2021) will become Active on Sept 1, 2021. All 2020-2021 memberships will expire Aug 31, 2021 There is no longer the two month grace period we have been used to.

You must bring proof of the USAV registration to any GEVA Authorized Tryouts. You can use this for all tryouts that you attend but be aware that each club usually has a separate tryout fee.

Membership options for Junior Players have changed. The Fall Membership available last season is no longer available. The Tryout Membership provided previously is now included in the Developmental Membership. This will allow players to attend as many tryouts on as many dates as they choose and then continue to train, attend clinics and other developmental events without the complexity of multiple upgrades.

CAUTIONARY NOTES

Whether or not Clubs are Authorized by GEVA they remain independent businesses. They are not required to conduct Authorized tryouts. You should be aware that if you attend any event, including tryouts that are NOT Authorized by GEVA your membership benefits including insurance are not in effect.



Recruiting and Commitment

There are some small and some significant changes here. Read carefully and be an educated consumer.

In an effort to balance the competing needs of what is best for players and their families with those of the clubs and their membership, GEVA has adopted the following policy guidelines.

Remember these guidelines are replacing and improving upon the set we needed to implement due to COVID for the 2020 -2021 season.

GEVA will authorize tryouts beginning September 1, 2021.

Offers to affiliate with a club or for spots on a specific team will often be made during or following these tryouts.

The GEVA policy in relation to offers and binding commitments, for the 2021- 2022 season, follow:

1. Authorized Clubs may send offers of affiliation at any time on or after September 1, 2021 based on any fair criteria of their choosing. It is highly recommended that offers be made for a specific team. It is good practice for you to request as much information about the offer as you need to make an informed decision.
2. Club Directors or their associates should not put undue pressure on families to make a commitment. Threats of not finding a place to play, excessive phone calls or disparaging remarks about other clubs, promises of college scholarships are just a few examples of inappropriate pressure. You have the right to stop the recruitment process at any time by informing the club director in writing that you want them to end the solicitation. You should feel free to copy the Junior Director and if it does not cease you always have the right to file a Behavioral Incident Report.
3. Once an offer of affiliation is made, the offer MUST remain open and be valid for at least the day of the offer plus 72 hours (three full days)(may be longer at the club's discretion).
4. No Affiliations offered and agreed to prior to September 1, will be honored by or considered binding by GEVA. Offers of affiliation made, accepted and confirmed between the dates of September 1,2021 and September 27,2021 will become binding according to GEVA on October 1, 2021. All offers after September 27, 2021 will follow the 1 + 3 rule described above.
5. Affiliations are all managed by the GEVA Sportsengine MMS. Offers no longer need to be made in writing or electronically verified. Clubs must still collect the signed acknowledgment of the GEVA Recruiting policy and the GEVA Parents Guide to Club Volleyball



Please remember once you accept a position with a club you are responsible for any agreed-upon conditions stipulated by that club. GEVA will not interfere with their legal business transactions.

Once a player and their parent(s) or guardian(s) have affiliated and been bound to a club as described above they have completed their Recruitment portion of their season. They have now entered the participation portion and as such are no longer recruitable by other clubs. They will not be allowed to reverse that commitment or attend any other tryouts. Clubs are not allowed to pressure you into making a decision immediately at tryouts. Demands to sign early or place exuberant deposits should be avoided. This is a year-long commitment you are making. Please make an informed decision.

Again, Once you make a GEVA recognized commitment, you are not permitted to attend additional tryouts without verified permission from the club you have committed to. Attending another tryout may result in the forfeiture of your eligibility for Participation in the GEVA Authorized activities for this season. By establishing the first Binding Date as October 1. We believe we have provided you with the opportunity to attend multiple tryouts and evaluate your options.

Pre- Season Participation and recruiting season:

For Clarity

GEVA follows USAV policy to separate the year into two distinct season designations. For GEVA use they are delineated as the Participation and Recruiting Seasons. The Participation Season is defined as the date of commitment and signing until the last day of competition (for all age groups) of the USA Volleyball Junior National Championships (BJNC or GJNC) or USAV HP Championships, whichever is later for the individual player. The Recruiting Season begins the last day of competition (for all age groups) of the USA Volleyball Junior National Championships (BJNC or GJNC) or USAV HP Championships, whichever is later for the individual player and extends until a Binding affiliation is made.

GEVA highly recommends that contact by Club Directors, Coaches, Parents or any other affiliated member or representative of a Club during the Recruiting Season, be



done on a limited and highly professional basis. Club Coaches should be considerate of high school competitions and other important events.

NO CONTACT is allowed with bound affiliated players or their parents during the Participation Season (no-contact policy). Contact is defined as any form of communication with a player or parent with the intent to recruit that player to participate at any level with a different club, in the current or following year, including but not limited to practices, scrimmages, and tournaments.

Any player or parent has the right to stop the recruiting process at any time. The decision to do this does not need to be based on harassment alone. If a player or parent has made the decision to play for a particular club long before the beginning of the season and wishes not to be contacted by other clubs, they should convey that in writing to any person contacting them about joining another club -- preferably in writing. At that time, the party who contacted the player is obligated to cease all contact. They may also copy the Junior director. If the contact continues, by any agent of the club, the player or parent has the absolute right to contact a GEVA representative and submit a behavioral incident report . GEVA will step in to protect its members from unwanted contact or harassment. The family or player must come forward with a written, formal complaint (behavioral Incident report) on which the region can take action. Verbal complaints are not sufficient to take any punitive action.

Recruiting Guidelines & Penalties:

Definition of Recruiting – To solicit players for the purpose of persuading them to try out or play for a junior volleyball club. Solicitation can be performed by any of the following individuals: club directors, coaches, or anyone acting on behalf of a junior volleyball club.

Acceptable Recruiting Methods – The following methods are acceptable if initiated by a club representative:

Flyers, bulk emails, press releases, newspaper ads, social media or any printed material that is distributed to the masses.

Penalties – The following penalties will be imposed on any club representative that is found in violation (by an Incident Review Committee) of violating the recruiting guidelines above.

1st Offense – \$500 fee and one-year probation from the date of the offense.

2nd Offense – \$1,000 fee and a possible one-year suspension of membership from the date of the offense.



3rd Offense – Lifetime ban of membership with GEVA and notification to the National Office of USA Volleyball.

Players and their families are encouraged to investigate more than one club to determine which organization suits them best. Not all club organizations have tryouts. Some may simply have a registration procedure to follow in order to “join” that club.

Parents and players are encouraged to seek out the organization that can best serve the athlete. Many factors such as club goals and philosophies, practice and competition schedules, time commitments required, and financial commitments required are a few of the issues that need to be researched. Parents should request the club literature of many clubs and evaluate them to decide whether to attend a try-out session. Players can try-out for as many clubs as they would like prior to making a binding affiliation.

There are no transfers from one club to another allowed in GEVA during the Participation Season. Individual cases may be heard by appealing this policy to the GEVA Junior Competition Committee.

Please report all suspected violations of any USAV or GEVA policy on the GEVA Behavioral Incident form.

I have read and understand both the GEVA Commitment Procedures and the GEVA Parents guide. Clubs must keep this signed form on file.

Player _____

Club _____

Parent/Guardian _____

Date _____

Revised 7.28.2021 wd.