



Player and Parent Handbook

Northern New Mexico Fusion Volleyball Club (Fusion) strives to provide an experience that allows young athletes to learn, improve and develop their individual and team volleyball skills. This occurs through coaching instruction, practice and competition. We strive to teach sound fundamentals as well as advanced skills, strategy and game tactics in an enjoyable, yet competitive environment. We want our team members to learn good sportsmanship, character, the concept of teamwork, and to display grace and class both in victory and defeat.

Fusion Goals:

- To encourage a positive and fun volleyball family that focuses on the team without distraction.
- To challenge the team to reach beyond personal comfort zones to achieve something extraordinary.
- To empower players to be self-reliant, responsible, disciplined, and independent.
- To consistently train and challenge the team in a way that creatively adapts to individual learning styles.
- To maximize the team's physical potential while continually increasing its volleyball intelligence.
- To develop well rounded athletes, beyond fundamental skills, through conditioning and proper nutrition.
- To be the example, in which other teams and clubs look-up to.
- To treat others that we encounter (officials, line-judges, opponents, restaurant waiters, hotel housekeepers, etc.) with class and dignity.
- To respect the game!

Coach's Responsibilities:

1. To provide a "Coaching Philosophy" to players and their parents at the beginning of the season.
2. To teach proper technique and fundamentals to all players.
3. To teach and apply proper game strategies.
4. To communicate clearly, to each player, her role on the team.
5. To balance hard work, fun, and discipline.
6. To build a "team first" mentality.
7. To provide a positive and trusting environment for all players.
8. To act as a positive role model for players both on and off the court.
9. To prepare players for any and all situations that might occur when playing in a match.
10. To motivate players to compete at a high level due to strong work ethic and responsibility to their teammates.

Fusion Club Membership

Once registered with Fusion through USA Volleyball, a player remains registered with Fusion for the season. Participation in practices or tournaments with any other club is forbidden. This policy is

enforced by USA Volleyball in an effort to prevent in-season recruiting. USA Volleyball takes this seriously and has imposed sanctions, including suspensions, for players and coaches found to be in violation of this policy.

Player Expectations

As a member of Fusion, it is critical to understand that you represent yourself, teammates, Fusion, the coaches, your family and your community at all times. Whether you are on or off the court, we expect all players to maintain a positive image.

1. While representing Fusion, all athletes are expected to behave responsibly.
2. Any athlete damaging equipment owned by Fusion or any facility used by the Club during practices, tournaments, or at a lodging facility will be required to reimburse the Club and/or facility for the damages in order to maintain their membership in the Club.
3. Attend all practices and tournaments.
4. If for some reason a player is going to miss a practice or game, it is her responsibility to contact her coach directly as far in advance as possible.
5. **Be a team player**; the team comes first, always and no matter what.
6. Have a positive attitude at all times; encourage and support your teammates to the best of your ability whether you are on the court or on the sidelines.
7. Demonstrate strong club/team spirit and pride.
8. Be a leader on and off the court.
9. Stay focused, mindful, and display a strong work ethic at every practice and tournament.
10. Always show respect to all teammates, parents, coaches and officials.
11. Be the kind of teammate you would like to have beside you. Find ways to make your teammates better at every opportunity and celebrate team successes.

Practice Rules:

All skills will be worked on with all players, regardless of playing position. Each player will practice serving, passing, setting, defense and hitting. However, not all players will play each position during games.

1. Players should be at practice at least 15 minutes early so they have time to put on shoes/kneepads, and have the net up by the time practice is scheduled to start (It is not the coach's responsibility to put up the net.).
2. Players need to bring their own water bottle to every practice so that they stay well hydrated and water breaks can be taken quickly.
3. Come to practice mentally prepared; have personal goals set for yourself before each practice.
4. If a player is going to miss a practice, they must inform their coach directly and in advance. The athlete (not the parent) is responsible for contacting the coach. Telling a teammate to tell the coach is not an acceptable vehicle of communication.
5. No walking - run or jog everywhere!
6. Find ways to improve and have a specific technical goal to work on during every drill. Don't just go through the motions.
7. Do not speak or distract teammates while the coach is communicating with the team.
8. Practice the way you want to play at tournaments. All of your habits and foundations for your play are created during practice.
9. Take care of our facilities - Remove all water bottles, towels, trash, etc. from the floor.
10. Replace equipment quickly and neatly, exactly as or better than you found it

Tournament Rules:

1. At the completion of each tournament be sure the team area is left the way it was found.
2. Obey all food and beverage policies of the tournament or gym.
3. Abide by all rules set by the coaches or chaperones at all times
4. Check in with coaches and chaperones before leaving the playing facility, hotel, lobby, pool, etc.
5. Players must always travel or be accompanied by at least one or more teammates.
6. Each team's coach or chaperone will assign a curfew. Team chaperones will oversee and regulate his/her own team's curfew.

Referee/Scoring Duties:

1. Players will be assigned referee/scoring duties while at tournaments.
2. Officiating is the responsibility of the entire team. No player is ever allowed to leave the tournament while her team is officiating.
3. Mobile phones are not allowed during ref/scoring duties.
4. Keep social chatting to a minimum while performing duties – it is easy to become distracted.
5. If a player leaves a tournament and does not complete the team assigned referee/scorekeeping duties then they will be subject to a suspension of play at the next club tournament. The ONLY exception to this rule and penalty is illness, injury, or pre-arranged absence.

Referee/Scoring Clinics:

1. It will be the responsibility of the player to attend the annual score/ref clinic hosted by Fusion and if absent from this clinic then the player must view the online USAV courses before tournament play begins.
2. After attending the annual clinic, coaches will then assume responsibility for making certain that their players understand how to perform their officiating responsibilities with appropriate techniques and behavior.
3. If you do not take the time to attend the clinic or take the online tutorials, you will not be allowed to play in tournaments.

Playing Time Policy:

Each coach is responsible for outlining their personal view on playing time, however, Fusion has provided the following guideline for our staff: *Playing time will NOT be equal. Playing time is based on positions, practice, attitude, and skills. If there is an issue with the athlete, in one of those categories then they should expect less playing time.*

Coaches will communicate with the player to let her know what she needs to be working on. Playing time may also be determined corresponding to the player's level of commitment to the team. Missing or being late for practices without prior arrangements or breaking team/club rules are examples of a lower level of commitment to the team/club and playing time will be adversely affected. A poor attitude on the bench or on the court will not be rewarded with playing time. We recognize that each player will bring different strengths and abilities to their respective teams and the coaching staff will use their talents as they see fit in order to achieve our teams' goals. Each coach will have his/her own philosophy regarding playing time and have been asked to openly discuss this with players and parents.

Drug and Alcohol Policy:

1. ALCOHOL AND DRUG/TOBACCO USE BY PLAYERS IS PROHIBITED. State laws prohibit the use of alcohol by minors (under 21 years of age) and the possession or use of drugs/tobacco substances. This is a 24/7 policy which means that whether found in violation at Club tournaments or at school/home, the players will be held to this code of conduct. The laws will be strictly enforced by parents, team chaperones, coaches, and directors.
2. ALCOHOL AND DRUG USE BY CHAPERONES DURING A USA VOLLEYBALL EVENT IS PROHIBITED.
 - A) The consumption of alcohol by adults that are performing chaperone duties during a USA Volleyball event is prohibited in the presence of players.
 - B) The use or possession of drugs is a violation of State Law and USA Volleyball's Chaperone's Conduct code.

Team Parent Purpose and Responsibility:

Team parents play an important role for Fusion. They are utilized to help coordinate with other parents the logistics regarding tournament travel and team building opportunities, including:

1. Coordinating the Food/Drink tables for tournaments
2. Selection of Team hotels, travel arrangements and costs
3. Carpools, room assignments, eating out
4. Team/Spirit Building Opportunities

If you are interested in becoming your daughter's team parent, please speak with the coach.

Financial Responsibility

Timely payment of club dues and travel expenses are necessary for the proper functioning of Fusion. If payments cannot be made on time, arrangements must be made with the Fusion Treasurer prior to the due date. Players who have not paid on time, without prior arrangement, will not be allowed to participate in any Fusion activity until payment is made. Excessive late payments will be referred to the Board of Directors for action.

Parent Conduct and Responsibilities

1. Make arrangements for your daughter to be at practice and tournaments on time.
2. You are financially responsible for your child, whether or not you attend a tournament. If you will not be accompanying your daughter to a tournament, be sure to give her enough money to cover food costs and entertainment.
3. **Be a role model of good sportsmanship.** It is important to cheer for our team, and not against another team. Be positive at all times. Do not yell at your daughter or her teammates during games. Aggressive or hostile confrontations between a parent and any coach, official, player, or other parents will not be tolerated and may result in parents losing the privilege to attend team tournaments or practices.
4. Basic rule: If you have nothing positive to say, say nothing at all. Discussing negative comments or criticizing Fusion coaches, administrators, team parents, chaperones, or players will not be permitted. This creates a negative culture that we will not tolerate. If you have questions for a coach or administrator please direct your question to that coach or administrator directly as opposed to discussing the matter with other parents or players. Please set a good example for your daughter by showing respect to our coaches and administrators and complying with their rules and decisions.

5. Give all officials the respect to which they are entitled, even when you disagree with the call that was made. Keep in mind that your daughter will be officiating matches as well. Treat officials as you would like her to be treated.
6. Do not approach your daughter's coach at a game or tournament to discuss her playing time, her role on the team, or other aspects of her participation. If you have concerns please set up a separate time to speak or meet with the coaches and your daughter (after your daughter has already spoken to the coach).
7. During games, parents are not allowed on the court, nor are they allowed to approach the scoring table.
8. Do not speak to the coach or administrators about another player and their role on the team. Coaches will only discuss matters related to your daughter, never another player.
9. A parent's role is to support their daughter and support the team she made a commitment to whether you agree with a coach's decisions and strategies or not. You must understand that Fusion coaches will make choices based on what they believe to be in the best interest of the team as a whole, the team's goals, and not with the interests of a single player in mind.
10. We very much appreciate you entrusting our coaches with your daughter's volleyball development and career. Once you make the choice to do so please leave the coaching to our capable coaches and don't provide feedback to your daughter that is potentially conflicting with the training she is receiving from her coaches. This is especially important during tournaments. Parents are there to support their daughters and celebrate team successes and for a hug after a rough match.
11. Parents must ally themselves with the coach in teaching their daughter how to cope with the potential frustrations of being a member of a team. Sports provide an excellent opportunity to teach young women about the realities of highly competitive situations. They must be taught how to be a valuable team member regardless of their role, how to make use of both positive feedback and constructive criticism, how to cope with adversity, and how to be a gracious winner.
12. Please take the time to consider how much time, energy, effort, and dedication your team's coaches are putting into coaching the team for relatively little (if any) compensation. They do it because they are passionate about the sport of volleyball and want to pass that along and help your daughter and her teammates to be the best players and team that they can be. Please be appreciative of their efforts and all that they do and realize that they deserve your respect and support and that all of our coaches are always well intentioned and have the best interests of their teams in mind.
13. Accept the results of each game and encourage your daughter to:
 - A) be gracious in victory, and,
 - B) turn defeat into a learning experience by focusing on working toward improvement.
14. Emails to the entire team are to be used only to distribute logistical information to the team and parents. Any other team-wide discussions related to the team are to be had in person and in an appropriate setting.
15. Parents/spectators who interfere with the conduct of competition or who violate any provisions of the USAV/Club code of conduct may be asked to leave the playing site, excluded from entering playing sites for the duration of the event, or prohibited from attending future events.

Bullying & Unsportsmanlike Zero Tolerance Policy

Playing volleyball is fun and we want to keep it that way. In order to ensure this, Fusion has a zero-tolerance policy regarding bullying and unsportsmanlike conduct.

Bullying occurs when there is an imbalance of power and that power is used to control or harm someone in a weaker position. The person bullying has the intent or goal to cause harm and the action is usually repetitious. Bullying can take many forms including but not limited to:

- name-calling
- teasing
- socially spreading rumors
- purposely leaving people out of groups
- breaking up friendships
- physically hitting, punching, or shoving a person
- using the internet, email, texting, mobile phones, social media or other digital technologies to do harm to others is bullying and also prohibited.

Unsportsmanlike Conduct is any conduct that is clearly abusive or detrimental to the success of the activity or sport. This shall include heckling, taunting, cheating, or any other activity that may show a lack of self-control when dealing with others. Unsportsmanlike behaviors include but are not limited to:

- verbal or physical abuse of an opponent, coach, official, player or spectator
- fighting or violence of any kind
- taunting and trash talking
- excessive celebrations
- use of profanity or other disrespectful language
- questioning, disagreeing or harassing official
- kicking or throwing the volleyball aggressively
- booing an officials decision
- refusing to shake hands or give recognition for good performances
- blaming loss of game on officials, coaches or participants
- refusal to huddle with team between plays
- disrespecting team mates or coaches on or off the court

First infraction during a game/tournament: The player is disqualified from the game/tournament and sent home as soon as possible and is not allowed to practice for one week after the infraction. Parent or guardian will be notified immediately. In order for the player to return to the team, she must apologize to her team and explain how she will address her behavior.

First infraction any time before or after a game/tourney: The player is disqualified from the next game/tournament on the schedule and is not allowed to practice for one week after infraction. Parent or guardian will be notified immediately. In order for the player to return to the team, she must apologize to her team and explain how she will address her behavior.

Second infraction during a game/tournament: The player is disqualified from the game and sent home as soon as possible and disqualified for the rest of the season. The Player may not be invited to return the next season.

Second infraction any time before or after a game/tourney: The player is disqualified for the rest of the season and may not be invited to return next season.

When a penalty must be assessed, parties and witnesses may be asked to submit a written or verbal incident report as part of the investigation. This will be at the discretion of the Fusion Disciplinary Committee made up of two board members and the player's coach. Until a decision has been reached, offender may not return or attend any future Fusion Volleyball event.

Under no circumstances will an offender be given a refund of their club fees and will be expected to pay all fees for the season.

Grievance Procedure

Competitive team sports, by their very nature, create situations where everyone may not be happy all the time. Knowing when to communicate 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.

1. We, FIRST, expect the player to talk to the coach when she has a problem concerning her playing time or is unclear about what the coach expects from her either in practice or competition. The appropriate way to do this is for the athlete to ask the coach what she needs to do to get more opportunities to play in matches. Often the player knows why she may not be playing as much when the parent may not.

If there is still a question after the athlete has talked to the coach(s) then the procedure is as follows:

2. The parent should speak to or meet with the head coach. Parents should call the coach on the phone or email to set a face-to-face meeting **with the player present**. Meetings are to be times and locations other than tournaments, like before or after a practice. If a parent, DURING A TOURNAMENT, approaches a coach, we have instructed the coach to refuse to discuss any controversial matter with the parent at that time. If the matter remains unresolved, or if the parent has reasonable concern that speaking to the coach will not resolve the matter then...
3. The parent may request a meeting with the coach AND the Club Director.

Fusion is willing to help resolve any and all problems.

In consideration of the rights and privileges granted to me by my commitment to Northern New Mexico Fusion Volleyball Club and by my membership with the Sun Country Region of USA Volleyball, by signing this Code of Conduct, I certify that I have read, understand, and will abide by the Fusion:

- Club Membership Rules
- Player Expectations
- Practice Rules
- Tournament Rules
- Ref/Scoring Duties
- Ref/Scoring Clinics
- Playing Time Policy
- Drug/Alcohol Policy
- Team Parent Responsibilities
- Financial Responsibility
- Parent Conduct and Responsibilities
- Zero Tolerance Policy
- Grievance Procedure

ATHLETE Printed Name	ATHLETE Signature	DATE Signed
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If the athlete is under 18 years of age, a parent or guardian must execute the following, for and on behalf of the minor.

PARENT/GUARDIAN Name	PARENT/GUARDIAN Signature	DATE Signed
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