

# NERVA Juniors Recruiting Policy

## Unwanted Contact or Harassment of Players:

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 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. If the contact continues, by any agent of the club, the player or parent should contact the Club Director or the Juniors Commissioner. NERVA Juniors will gladly step in to protect its members from unwanted contact or harassment. However, the family or player must come forward with a written, formal complaint on which the region can take action. Verbal complaints are not sufficient to take any punitive action.

## Recruiting Guidelines & Penalties:

1. Definition of Recruiting – To solicit players for the purpose of persuading them to tryout 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.

a. **Acceptable Recruiting Methods** – The following methods are acceptable if initiated by a club representative: flyers, bulk e-mails, press releases, newspaper ads, or any printed material that is distributed to the masses. The following methods are acceptable *if initiated by the player or parent/guardian*: telephone calls or private meetings to discuss the clubs programs and offerings. Documentation should be kept on file by *the club* representative denoting all player-initiated contact in the event a recruiting violation is filed with the Region.

b. **Unacceptable Recruiting Methods** – Telephone calls or private meetings (either in-person or electronically) initiated by a club representative. In-person visits initiated by a club representative at a NERVA sanctioned practice or event other than to distribute written materials. Any one-on-one meetings between a club representative and a player. Verbal or written promises made by club representatives with regard to positions available or team placement. Verbal or written offers for full or partial scholarships to influence the decision making process.

2. Penalties – The following penalties will be imposed on any club representative that is found guilty (by an Juniors Executive Committee) of violating the recruiting guidelines above.

a. 1st Offense – \$500 fine and 1 year probation from the date of the offense.

b. 2nd Offense – \$1,000 fine and 1 year suspension of membership from the date of the offense.

c. 3rd Offense – Life time ban of membership with NERVA and notification to the National Office of USA Volleyball.