



NPVC DISCIPLINARY PROCESS

Purpose:

To maintain and encourage appropriate behavior by its members, No Panic Volleyball Club (NPVC) will deal with violations of Rules, Code of Conduct, and/or Ethics through a disciplinary process described herein. To address complaints or allegations and streamline the associated response time, the NPVC Board of Directors has adopted the following procedures.

Sanctions:

Regional members (players and coaches) are governed by United States Volleyball Association (USAV) Rules as described in its handbook as well as the No Panic Volleyball Club (NPVC) Code of Conduct for players (which is based on the USAV Code of Conduct) and the USAV Code of Ethics for coaches. Any violation of these Rules and Policies by a Region member may be subject to disciplinary action imposed the Club and supported by the Region.

As stated in the USA Volleyball Code of Conduct, a disciplinary action shall result from any of the following:

- A. Violation of the Code of Ethics (See USA VOLLEYBALL JUNIOR CLUB PERSONNEL CODE OF ETHICS)
- B. Violation of the Code of Conduct (See CODE OF CONDUCT noted on CHRVA/USAV and the NPVC Code of Conduct).
- C. Non-conformance with Eligibility Rules per the USA Volleyball Guide.
- D. Violation of the USA Volleyball substance abuse or sexual harassment policy, per the USA Volleyball Guide.
- E. Use of a recognized identification card by anyone other than the individual described on the card.
- F. 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.)
- G. 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 at USAV/CHRVA sanctioned events.
- H. Any action considered to be an offense under Federal, State or local law ordinances.
- I. Violation of the specific policies, regulations, and/or procedures of USAV, CHRVA, 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.)
- J. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
- K. Physical or verbal intimidation of any individual.
- L. Actions that will be detrimental to USAV or CHRVA.

Disciplinary process for minor infractions:

Minor behavioral issues such as repeated tardiness, unexcused absenteeism, failure to fulfill work team obligations, and disruptive or disrespectful behavior at practices, tournaments, or other team activities will be handled at the Coach's discretion at a team level. Moderate consequences, up to and including limiting playing time in matches, will be determined by the Coach and are non-negotiable.

Due Process:

These due process rules are established to protect the rights of the Region member while preserving the integrity of the Region and the game. The concept of Due Process involves the right of the accused to reasonable notice and a hearing, at which he/she is permitted to present his/her side of the story and defend the charges.

Serious behavioral infractions warranting disciplinary action such as those described under SANCTIONS above will be subject to due process. If a incident occurs (either witnessed by the Coach or reported in writing by a third party), the Coach with support from the NPVC Board of Directors will:

- Interview all involved individuals and witnesses in order to obtain a full account of what transpired.
- Notify the player and their parent/guardian via writing/email of the reported infraction and request a meeting to be scheduled within 5 days of notification.
- Meet with the player in question and their parent/guardian to discuss the findings of the investigation.
- Determine consequences that grow more severe as the number or severity of violations of the code of conduct increase.

Consequences:

- If the first occurrence is during a tournament or a practice and is witnessed by the Coach, the individual will be sent home as soon as possible and parent or guardian notified. Due Process will then be followed to determine further consequences. Completion of a written assignment addressing their actions may be required before the player is allowed to resume team participation.
- If the first occurrence is not witnessed by the Coach but is reported in writing by another individual, Due Process will be followed. No consequences will be imposed until Due Process is completed.
- A second occurrence of a serious behavioral infraction by the same player is grounds for suspension from the club, and potentially for suspension of CHRVA membership for the remainder of the season. USA Volleyball Code of Conduct actually provides for suspension after the first occurrence, but NPVC understands that players make mistakes and would like to provide players a second chance where it is warranted.
- Serious offenses involving intentional bodily harm to others or illegal activity can be subject to suspension or dismissal from the club, even on the first offense.

Appeals process:

Individuals have recourse through the Regional Volleyball Authority (CHRVA) to appeal any disciplinary decision made by NPVC that they feel is unfair or disproportionately harsh. Complaints and appeals must be filing in writing and in a timely manner to the appropriate CHRVA committee pursuant to Section 7, Complaints and Appeals, of the 2016 - 2017 CHRVA Handbook.

<http://www.chrva.org/page/show/1433435-chrva-handbook>

Coaching Issues:

NPVC coaches are expected to conform to the USAV Junior Club Personnel Code of Ethics. NPVC has established the following guidelines to govern situations involving concerns from players or parents about playing time or other issues.

- Parents and players will allow 24 hours to elapse before contacting a coach with a concern or complaint about a situation at a practice or tournament.
- Players are encouraged to request a meeting with the coach to discuss any concerns. The proper escalation for issues is:
 - Player/Coach
 - Parent/Coach
 - Parent/Club Director
- Coaches will not discuss other players or compare other players in discussion with a particular player and their parents.