



Parent/Guardian & Athlete Handbook

1. Introduction

Welcome to Inspire CLE Volleyball. We are excited to have you as a part of our program this year and hope you are looking forward to starting a tradition of excellence this season as much as we are. This handbook discusses our Club and its policies, and answers some of the most frequently asked questions we receive from athletes and their families.

Inspire CLE Volleyball is an Ohio Limited Liability Company (the "Club"). Sheree Harvey is the Owner, Managing Member, and Director of the Club. Inspire CLE Volleyball logos are the exclusive property of the Club. The names and logos are not to be used without the express, written consent of the Club. This includes apparel and promotional items.

This Handbook is meant to be a guide for all families and athletes. The Club reserves the right to amend this Handbook at any time in its sole discretion.

2. About Inspire CLE Volleyball

The Club works to provide the best volleyball training in Ohio. We set out to teach the skills of the game of volleyball and the personal attributes of leadership, strong work ethic, responsibility, discipline, and commitment. We promise to treat all our athletes like learning young women, not professional athletes. Our purpose is to inspire and empower young athletes to own the next level of their personal journey and our values include: Empowerment, Passion, Athlete Wellness, Teamwork, Hard Work, and Resilience. Our colors are Navy Blue, Orange, Hawaii Blue and Grey.

3. Website

Our website address is <https://www.inspireclevolleyball.com/>. Each team will have a page for their roster, schedule, etc. It is the athlete's responsibility to contact the Club with changes, additions, and corrections to their personal information on the website. For any website questions or changes, please contact Erica Creech, our Club marketing and communications administrator.

4. SSC The Courts (practice location) Rules & Regulations

The Club has the privilege of renting time in a nice facility for practices. In order to keep our facility clean, comfortable, and safe for everyone, the following rules are in effect:

- a. Profanity, derogatory remarks, obscene gestures or threats will not be tolerated at any time on the courts, in the common areas of the facility, or the parking lot. Patrons or guests using such language or gestures will be asked to not return.
- b. Graffiti or damaging behavior of any kind will not be tolerated. Those who choose to damage our facility, or any part thereof, will be charged janitorial and/or repair fees and may be asked not to return.
- c. Following each practice or training session, the athletes are responsible for cleaning up all belongings, trash, and equipment.
- d. Gum and food are not permitted while on the courts. This is both for the wellbeing of the facility and for the safety of athletes.
- f. Anyone caught removing, without authorization, or stealing equipment from our facility will be charged for replacement of the items taken and may be asked not to return.

5. Social Activity Online & Offline

The Club recognizes the prevalence of electronic communication and social media in today's world. Many use these means as their primary method of communication. While the Club acknowledges the value of these methods of communication, and utilizes the BAND app for its own communications, the Club also realizes that there are associated risks that must be considered when adults use these methods to communicate with minors.

All communications related to, or otherwise representing, the Club in any way, whether between a coach or other adult and an athlete, or on BAND or public-facing social media, must be professional in nature, relating to the purpose of the Club (e.g., sharing successes, providing tournament information, etc.) and with the use of sound judgement and good taste. For example, communication should not contain or relate to any of the following:

- Drugs or alcohol use
- Sexually-oriented topics sexually explicit language, or sexual activity
- The adult's personal life, social activities, relationship or family issues, or personal problems
- Inappropriate or sexually explicit pictures or videos

Whether one is an athlete, coach, or parent/guardian, the guiding principle to always use in communication is to ask: "Is this communication something that someone else would find appropriate or acceptable in a face-to-face meeting?" or "Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient's parent/guardian(s), the coaching staff, or other athletes?"

A simple test that can be used in most cases is whether the electronic communication is *Transparent, Accessible and Professional* ("TAP"):

- *Transparent*: Communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.
- *Accessible*: All electronic communication between coaches and athletes and/or parents/guardians are considered a matter of record and part of the Club's records. The Club Director, another coach or parent/guardian should be included in communications with athletes to ensure accessibility.
- *Professional*: Professional communications are those with appropriate word choice, tone, grammar and subject matter that model the standards and integrity of the Club.

a. Facebook, Instagram, Twitter/X, Snapchat, and similar platforms: Coaches and athletes should not connect on social media or "direct message" each other through Facebook, Instagram, and similar sites. The Club has official Facebook and Instagram pages where parents/guardians and athletes can interact.

b. BAND: Inspire CLE Volleyball utilizes the BAND app for inter-club and team communications. As a reminder, BAND is intended to build community and a positive culture among club and team members. We ask that the communication shared on BAND is a reflection of our club's culture and values and encourage sharing and celebration of athletes and teams. Profiles for all users in our Club BAND should clearly identify who the individual is. This includes the athlete with whom they are associated and their relationship to them or, if part of Club staff, their role within the Club. We ask that children 13 and under are not added to BAND.

c. Texting: Subject to the general guidelines mentioned above, texting is allowed between coaches and athletes during appropriate hours (e.g., during tournaments) and for the purpose of communicating information directly related to team activities.

d. Email: Athletes and coaches may use email to communicate. When communicating with a coach through email, a parent/guardian or another coach/director must also be copied.

e. Request to discontinue electronic communications for athletes: The parents or guardians of an athlete may request in writing that their child not be contacted by coaches through email or text. Immediate compliance without repercussion must be granted.

f. Misconduct: Social media and electronic communications must never be used to commit misconduct (e.g. emotional, sexual, bullying, harassment and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents/guardians or athletes will not be tolerated and are considered violations of this Handbook and SafeSport guidelines to which the Club subscribes.

g. Violations: Violations of this Handbook should be reported to the Club Director. Complaints and allegations will be addressed following the appropriate procedure. An athlete or parent/guardian of an athlete found in violation is subject to appropriate disciplinary action, including but not limited to: suspension, dismissal and/or referral to law enforcement authorities.

6. Playing Time Philosophy

As a club, we strive to teach our athletes how to reach their full potential and take ownership of their volleyball journey. We believe our training is of the highest quality and our standards are intended to help our athletes be successful on and off the court. Our playing time philosophy for matches is different at each divisional level:

a. National: Playing time is earned and not guaranteed. Coaches and Directors will not discuss playing time; however, direct feedback on how to improve will be given to the athlete to earn more playing time.

b. American: Playing time may be more balanced, but is still not guaranteed. Coaches and Directors will not discuss playing time; however, direct feedback on how to improve will be given to the athlete to earn more playing time.

c. Regional: Playing time should be fair for all athletes. Please keep in mind that playing time cannot be “equal” due to the nature of the different positions in volleyball and rules of play. We want every athlete to have a positive experience by learning through game-play.

7. Practice and Training Expectations

At Inspire CLE Volleyball, we are dedicated to providing the best training in Ohio, ensuring that every athlete has a positive experience. We believe that training is the cornerstone of a successful Club experience and represents the true value of our program.

Commitment to the Season:

By signing with Inspire CLE Volleyball, the athlete is committed to participating for the full season and making volleyball a top priority. The athlete pledges to attend all team practices and tournaments to the best of their ability and understands that consistent non-participation may result in a loss of playing time or change in position. Should an athlete need to miss a practice, tournament or other activity, notification to both the coach and Inspire CLE Volleyball director must be made well in advance to ensure the team’s ability to compete is not compromised.

Training Expectations:

We believe that all athletes should receive extensive training opportunities. No athlete should sit out for the majority of practice. Every athlete will have the chance to participate in drills that promote growth and help earn playing time during tournaments. Athletes are expected to be actively engaged throughout all training and skills development. The coaching staff will not place athletes into drills; it is the responsibility of each athlete to ensure they are participating fully. Ultimately, athletes will gain as much from practice as they are willing to invest in it.

The following are the expectations for each practice with the Club. The Club reserves the right to release any athlete from the program, without refund or relief from financial responsibility, should violations of these expectations become a habit or a hindrance to the Club or the team.

- a. Each athlete is expected to be ready for practice at their designated start time. Athletes must arrive 20 minutes early to ensure they have enough time to prepare for practice. Athletes who are consistently late will risk losing playing time and potentially their spot on the team.
- b. Athletes are expected to come to practice or training ready to learn and with an open mind. Skills like communication and a positive, growth mindset are learned and practiced. A good attitude about themselves and others (teammates and coaches included) is expected for all.
- c. Each athlete is expected to be properly equipped in their practice uniform and should not be wearing any jewelry, eating or chewing gum.
- d. Athletes are required to attend all training sessions and practices. Frequent absences may lead to a reduction in playing time. For example, if an athlete misses the practice prior to a tournament, they will not be eligible to play in at least one full match that tournament. All National division team members are expected to maintain perfect attendance at practices and tournaments during the qualifying and national preparation periods. If an athlete must miss a session, they are required to inform the coaching staff as soon as possible and record their absence in the event section of their team BAND calendar.
- e. SSC The Courts is a small facility and there is not a lot of room for families to watch training and practices. Please plan to drop off and pick up your athlete for training and practices. For space reasons and the comfort of all athletes, spectators are not permitted.
- f. Athletes/teams will have specific responsibilities with respect to setup/tear down and keeping the courts clean (pick up trash, put equipment away, clean dry erase boards, etc.). Athletes are not permitted to leave the court or our facility before their responsibilities are complete.
- g. Schedule changes or cancellations will be posted on BANDas soon as possible. If the weather is poor or school has been cancelled, the athlete or family should check BAND before coming to practice.

Please note: At no time should an athlete train at another club, individually or in a group setting, while under contract with Inspire CLE Volleyball. This includes early commits.

8. Communication

a. Athlete to Coach: Good communication is necessary between the coach and athlete. Both athletes and coaches are responsible for establishing a relationship of trust and mutual respect. Bringing up a problem can be very difficult, for a young athlete especially, but this is a life skill that sports can teach. Parents/guardians may need to push their athlete to take the first step. Club coaches work to be approachable and to create a safe environment for athletes but may not always realize an athlete has a concern.

For athletes, the most common concern revolves around playing time. While we don't discuss playing time directly, athletes who are not satisfied with their coach's decisions should engage with the coach to identify the issue by following these steps:

- The athlete must first approach the coach and initiate dialogue. Not the parent.
 - Often, athletes are unclear on what they need to improve, and an early conversation can address these questions. Our expectation is that athletes should start this conversation by asking what they need to do to improve and how to work towards playing a larger role in contributing to the team's success.

- If the question or problem remains unanswered or unresolved, the athlete must again approach the coach for clarification and direction a second time.
- If the question or problem is still unanswered or unresolved after that, the athlete can request an athlete/coach meeting with parent/guardian(s) and a club administrator in attendance.

We believe a necessary life skill is the ability to confront and discuss potentially emotional topics. We do realize there are times a problem needs to be addressed and athletes cannot bring themselves to approach the coach. In this case, we HIGHLY encourage parents/guardians, in a spirit of collaboration, to contact the coach directly to help produce the best environment for their athlete.

If you, as a parent, have a legitimate concern about a coach other than your athlete's team coach, or with an athlete other than your own, please contact the Club Director.

b. Parent/guardian to Staff: The Club wants to encourage appropriately productive communication between our families and the staff. Below are examples:

- Information about the athlete's health. Without the following context, your daughter's behavior in practice or during a tournament may be interpreted as being lazy, unfocused, or even disrespectful. Parents/guardians should talk to their athlete's coach or Club Director about health-related situations such as:
 - Recent illnesses, medical restrictions, allergies, medication needs, etc.
 - Physical limitations that would restrict or prevent the athlete from practice or game participation
 - Emotional health needs (e.g., a recent death in the family, struggling in school, dealing with another emotionally-charged issue).
- Awareness that your athlete is struggling to communicate with her coach.
 - Again, we prefer this conversation is initiated by the athlete first, but we appreciate being notified if that is not possible. Such information should be communicated to the coach and Club Director.

There are topics of communication with the coach which are not appropriate or where there is a more productive time and/or place to make that contact:

- Conversations about playing time:
 - If your athlete is receiving playing time consistent with this Handbook and has not tried to discuss the athlete's role on the team with the coach (specifically section 9a), it is not appropriate for parents/guardians to do so at any time.
- Other athletes on the team:
 - Your personal opinions of other athlete's attitudes, skill, performance, or conduct are not appropriate topics of conversation for you to have with anyone (e.g., coaches, directors, other parents, athletes, etc.) unless they pose a direct health or safety risk to others. This includes, for example, any issues relative to drugs, alcohol, sexual conduct, or weapons. These concerns should be brought to the Club Director immediately.
- Coaching technique, tactics, systems, game-time decisions, etc.
 - These are all issues that are not open for discussion or negotiation. There are opportunities at the end of the season for parents to provide feedback on these topics to the coaching staff and Club Director.

c. Meetings:

- If there is a question about athlete development and the athlete's role on the team, communication early in the season is ideal.
- We have a 24-hour rule. This means 24 hours following the conclusion of a tournament. This allows emotions to subside, resulting in a more productive conversation for all parties.

- Prior to the meeting, notify the coach of the requested meeting topic. Avoid lengthy emails or phone messages, these tend to be too emotional and are easily misinterpreted.

9. Tournament Expectations

The following are the expectations for every tournament. The Club reserves the right to release athletes from the program, without refund or relief from financial responsibility, should violations of these expectations become a habit or a hindrance to the Club or team.

- Athletes are expected to be on the court, dressed in uniform ready to play, at the time designated by the Club. We require athletes to bring ALL of their jerseys and equipment to each and every day of a tournament. It is inexcusable for athletes to arrive late and unprepared. Athletes who are consistently late or miss will potentially risk their playing time or spot on the team.
- When athletes are not playing in matches, warming up, officiating, or scouting with their team, they are expected to be together and supporting the Club community at an assigned court when applicable. Athletes can get food, and then report to support their Club as a team. At NO time during a tournament is an athlete to leave their team until their coach releases them at the end of the day. We arrive, play and leave the event as a team, and being together supporting each other helps to build a stronger community and sense of belonging for all. Athletes who need to leave the court must notify their coach of where they are going and take at least one teammate or adult with them.
- Cell phone use is NOT permitted during a tournament. It is important athletes remain focused and present when competing. Phones should either not be brought to the venue or should remain in the athlete's bag or with a parent/guardian for the duration of the day. If an athlete absolutely needs to use a phone for something urgent, they should ask their coach first (unless in case of emergency).
- Parents/guardians, athletes, friends, and family members are NOT permitted to approach a coach, director, or staff member during a tournament to discuss coaching decisions in person or electronically. The proper protocol for communicating concerns is set forth in this Handbook (specifically section 9). Those athletes or families who break this rule will be given one warning. If it happens a second time, the Club reserves the right to remove an athlete from the tournament and/or team without relief from financial responsibilities or a refund.
- Parents/guardians, athletes, friends, and family members are expected to cheer for the team and Club in a positive manner. Those who direct negative language, obscene gestures or derogatory remarks towards athletes (their own or others), coaches, officials, other clubs, or spectators may be asked to leave the tournament venue. At all times, adults are expected to serve as positive role models. The Club reserves the right to remove an athlete from the team if they, or members of their family, demonstrate inappropriate behavior and/or unsportsmanlike conduct.
- Sightseeing is acceptable AFTER the tournament has concluded for athletes. Athletes should not visit amusement parks or sightsee (e.g., long walking or strenuous activities) the day prior to, or during, the day(s) of play. We expect athletes to be fully rested.
- Team functions such as dinners and short sightseeing excursions should be included in the tournament experience and guided by the coach or team representative. During these events, all athletes are expected to attend and parents are welcome to attend.
- Food during tournament play should be healthy and help athletes to sustain their energy and stamina per guidelines set by the Club. We will be discussing nutrition and healthy eating habits as part of training the whole athlete on and off the court.

10. Team Travel Policy

The Club has some teams that travel regularly, some teams travel to a few events per season, and some teams only travel locally. The Club prohibits all types of physical abuse, sexual abuse,

emotional abuse, bullying, threats, harassment, and hazing, and subscribes to definitions as described in this Handbook and guidance outlined by the U.S. Center for SafeSport (<https://uscenterforsafesport.org/>). All Inspire CLE Volleyball staff have completed SafeSport training and are expected to be especially cognizant during travel where time and proximity may pose greater risk. Athletes, parents/guardians and any family and friends travelling together are expected to act appropriately and in adherence with all travel guidelines to increase athlete safety and improve the athlete's experience while keeping travel a fun and enjoyable experience.

a. "Local Travel" is defined as travel that occurs when the Club does not sponsor, coordinate or arrange for travel or accommodations.

- Parents/guardians are responsible for making all arrangements for Local Travel. It is the sole responsibility of the parents/guardians to ensure the person transporting the athlete maintains the proper safety and legal requirements, including but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.
- Staff, coaches, and/or volunteers of the Club or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated athlete unless they have prior written permission from the athlete's parent/guardian.

b. "Team Travel" is overnight travel that occurs when the Club arranges accommodations for travel so that teams can compete. Because of the greater distances, staff may travel with the athletes.

- The Club will provide reasonable advance notice before Team Travel, including designated team hotels for overnight stays. Parent representatives will help with lodging details. All athletes are required to stay with the Club. Athletes are expected to arrive at the Club hotel and check-in the night before play (for any tournament that is 4+ hours away) no later than 11 PM, regardless of the wave.
- Parents/guardians are solely responsible for the transportation of their athlete(s). If a parent/guardian cannot accompany an athlete, they are responsible for finding a teammate or family member with whom the athlete can travel and stay.
- Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with an athlete (unless the coach is the parent, guardian, or sibling of the athlete).
- Club families and friends will conduct themselves in a respectable manner while staying at hotels. We will treat ourselves as guests of the hotel, and we will respect all employees and other guests. The Club community will be expected to follow the hotel curfew for the lounge areas, and all athletes will be in their rooms no later than 11 PM, regardless of wave (coaches may set an earlier curfew). Any athlete, parent/guardian or other travelling with the Club that demonstrates unacceptable behavior at the hotel may be removed from the Club without the release of financial responsibility or refund.
- Meetings between a coach and a team may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present, with at least one of those adults being the same gender as any athletes.
- No coach or chaperone shall at any time be under the influence of drugs or alcohol while performing their respective coaching and/or chaperoning duties.
- If disciplinary action against an athlete is required while the athlete is traveling without a parent/guardian, then the parent/guardian will be notified before any action is taken, or promptly after when immediate action is necessary.
- While staying at hotels, athletes will not use the swimming pools or hot tubs for any reason the day before or during a tournament. All swimming or sunbathing may be done following the final match of the tournament.

11. Uniforms

The uniform package is different for each level and will be communicated separately. Additional spirit wear and gear may be offered by the Club.

- a. All athletes in each tier will wear an assigned practice shirt each day. Athletes are required to wear blue or black spandex or leggings. If athletes would like to wear long sleeves, they must wear it under their assigned training shirt and it must be a long sleeve Club or tournament top - no high school or college apparel.
- b. For tournaments, the Club requires that each athlete wear Club-issued uniforms and white socks. Ankle supports are encouraged but not required. During tournaments, athletes are required to have on their Club warm-up and match their teammates if not playing. The jersey schedule for each tournament will be provided prior to play.
- c. Athletes who lose or damage part of their uniform will be charged a fee to replace the lost or damaged item. Practice t-shirts are considered damaged if they are cut or ripped in any way.

12. Inspire CLE Volleyball Logo/Brand Use

Use of the Inspire CLE Volleyball logo is strictly prohibited unless approved by the Club in writing. This includes, but is not limited to, apparel, water bottles, car stickers, photographs, printed materials, and websites.

Only items made and sold through Inspire CLE Volleyball are permitted. If Club representatives, employees or coaches observe unapproved items with the Inspire CLE Volleyball logo, the Club reserves the right to confiscate the item with no reimbursement. Anyone who sells Inspire CLE Volleyball branded items without written approval is subject to legal action and fines.

13. Club Dues

- a. Club dues include facility fees for practice, coaches' salaries, tournament entry fees, administrative fees, coaches' uniforms, and a portion of coaches' travel expenses.
- b. The payment of Club dues does not guarantee an athlete's tournament playing time. However, any athlete with an unpaid balance may be asked to sit out of practice and/or tournaments. Athletes can begin practicing or playing once payments have been received.
- c. Teams may choose to adjust their schedule to add more tournaments. Club dues will not be increased without the unanimous consent of the team.
- d. Fees will not be refunded or reduced for athletes who leave the Club before the end of the season. We operate on a very tight budget; therefore, we cannot refund or reduce fees when an athlete decides not to play or is unable to play. Signing a contract commits the athlete and signing party to full financial responsibility regardless of their participation with the Club.

14. Giving Back

- a. As a club, we ask our older teams to give back to the younger teams by assisting in practices throughout the season and serving as mentors. Athletes may be asked to come in outside of their own practice or training to help run drills and coach the younger athletes. This is to help build relationships and positive community experiences as a club, practice mentorship, and to increase the quality of our younger athletes' practices.
- b. From time to time, the Club may participate in philanthropic activities that help to build community and/or in fundraisers or activities that help provide additional equipment for the club and opportunities for those less fortunate.

15. Hazing

“Hazing” means any intentional, knowing, or reckless act directed against an athlete by one person alone, or acting with others, that endangers the mental or physical health or safety of an athlete or athletes for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are to include other athletes. The term includes but is not limited to:

- a. Any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
- b. Any type of physical activity, such as sleep deprivation, exposure to the elements, and confinement in a small space, excessive calisthenics, or other activity that subjects the athlete to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of an athlete or athletes.
- c. Any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects an athlete or athletes to an unreasonable risk of harm, or that adversely affects the mental or physical health or the safety of an athlete or athletes.
- d. Any activity that induces, causes, or requires an athlete or athletes to perform a duty or task that involves a violation of the applicable laws of the State of Ohio.

No athlete, coach, or Club employee or representative shall engage in any form of hazing, nor encourage or assist any other person in hazing. Acts of hazing and failure to report known hazing may result in suspension.

16. Harassment

The Club prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment, and hazing. Harassment is defined as any unwanted physical or verbal conduct that offends or humiliates the recipient, that interferes with their ability to play and learn or leads to adverse consequences, and that any reasonable person ought to have known would be unwelcome. (It does not include the legitimate exercise of coaching authority regarding performance feedback, game evaluations, or valid disciplinary measures.) Harassment may create an intimidating, hostile, or offensive team setting. Examples of harassment include, but are not limited to, racial or sexual slurs, name calling, racist or sexist jokes, negative stereotyping, physical assault, bullying, threats, and/or demeaning pictures, posters and graffiti.

Harassment includes the following categories of behavior, whether the behavior occurs one or many times:

- a. Discriminatory behavior: Discrimination refers to treating people differently, negatively, or adversely because of one or more of the following: race, color, ancestry, place of origin, political belief, religion, age, sex, sexual orientation, marital status, family status, or physical or mental disability.
- b. Personal harassment: Personal harassment includes objectionable conduct, comment, or display made on either a one-time or continuous basis that demeans, belittles, or causes personal humiliation or embarrassment on the part of the recipient. It may or may not be linked to discriminatory behavior.
- c. Sexual harassment: Sexual harassment refers to any conduct, comment, gesture, or contact of a sexual nature, whether on a one-time basis or a series of incidents, that might reasonably be expected to cause offence or humiliation or that might reasonably be perceived as placing a condition of a sexual nature on participation. Examples of behavior that can constitute sexual harassment include, but are not limited to:
 - unwanted touching, patting or leering;
 - sexual assault;

- inquiries or comments about a person's sex life;
- telephone calls or other forms of communication with sexual overtones;
- gender-based insults or jokes causing embarrassment or humiliation;
- repeated unwanted social or sexual invitations; and/or
- inappropriate or unwelcome focus/comments on a person's physical attributes or appearance.

d. **Bullying:** Bullying consists of behavior to attack and diminish another by subjecting the recipient to unjustified criticism and trivial fault-finding, humiliating the recipient (especially in front of others), and/or ignoring, overruling, isolating, and excluding the recipient.

e. **Poisoned team environment:** A poisoned, toxic or hostile team environment is characterized by an activity or behavior, not necessarily directed at anyone in particular, that creates a hostile or offensive environment (whether on the court, at tournaments, or in practices, trainings or meetings). Examples of a poisoned team environment include, but are not limited to: sexual, racial or religious insults or jokes, abusive treatment of an athlete or parent/guardian, graffiti, and/or the display of pornographic or other offensive material.

The Club is fully committed to preventing harassment in any form in its program. We try to be very sensitive to conduct that may be seen as creating an environment that is discriminatory or harassing. This includes unwanted letters or cards, telephone calls, texts or email of a personal nature, unwarranted inquiries about personal life or sexual habits, repeated jokes with sexual content, and comments about a person's appearance or body. In addition, the Club places the safety of the young athletes entrusted to our care and instruction as our highest priority. We do not tolerate verbal or physical behavior that compromises that priority. We watch team activities and interactions closely to try to prevent miscommunications that cause discomfort to any in our Club community.

If you witness behavior you believe may be inappropriate, or if you experience behavior from another athlete, coach or administrator that you believe is inappropriate, report it immediately to the Club Director. All complaints will be investigated. Anyone found to be in violation of the harassment policy will be subject to discipline, which may include dismissal and reporting to authorities. There will be no retaliation against any complainants or any witnesses who participate in an investigation of a harassment charge.

17. Safety

a. The Club complies with Lindsay's Law. Please watch the [Lindsay's Law video](#). This is required yearly. Once viewed, please complete and [submit this form](#). For more information, please visit the Ohio Department of Health website <https://odh.ohio.gov/know-our-programs/lindsays-law/>.

b. The Club complies with the Ohio Concussion Awareness Law and all athletes and their parent/guardian are required to complete a concussion waiver. Please make sure to take the time to read about concussion awareness on the Ohio Department of Health Website <https://odh.ohio.gov/know-our-programs/child-injury-Prevention/youthconcussions/youthconcussions>.

18. Closing Remarks

Playing sports and other organized activities is a critical component to a child's development. It is an additional opportunity to develop youth outside of the classroom or home. The lessons from sports - winning and losing, striving for personal development, and learning to deal with others - are key emotional skills. The lessons children learn in sports stay with them throughout their lives.

Thank you again for participating in Inspire CLE Volleyball. We wish you and your athlete a safe and successful season.