



Club Information Handbook

2020-2021 Season

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www.DMESportsAcademy.com

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Club Information

Mission Statement

DME Mission Statement:

Within our world class facilities, DME provides high level instruction and competitive opportunities to advance athletic development for our student-athletes, while inspiring character and discipline to better our community.

Vision Statement

Our vision is to produce a highly competitive program in a premier facility while providing the highest standard of integrity and respect.

Principles

1. Train and educate youth athletes in the sport of volleyball by teaching the fundamentals of movement and skill development.
2. Promote the sport of volleyball for all ages and skill levels.
3. Promote diversity and opportunities for all to learn and play the sport of volleyball.

Organizational Goals

1. Provide an exceptional and safe facility for club activities now and in the future.
2. Promote DME Sports Academy by offering a wide variety of training and playing opportunities.
3. Enhance the skill levels of our athletes by providing highly experienced and qualified coaches.
4. Create collaborative partnerships with local and national organizations and corporations to grow the sport of volleyball.

Club Structure

DME's goal is to provide teams for age levels 8U to 18U. DME may have teams at the national, hybrid, regional and local level within each age group. These decisions will be made by DME Club Management based on the levels we can field competitively. The season will run approximately December to June for elite levels and December to May for all other teams.

Club Programs

Adidas Elite Teams (Ages 13U-18U)

November 30 -May 16

An advanced program for players who intend to take their skills to the next level.

Uniform will be purchased within the on-line store

Practices: (2) 2-hour team sessions per week, (1) 2-hour scrimmage per week

Strength Training: 2 times a week

Travel: Up to 10 events including (4) National Qualifiers

Memberships Required: USAV & AAU **Tuition (13-18):** \$3300.00

All travel and lodging expenses are the responsibility of the athlete and parent.

Adidas Youth Elite Teams (10U-12U)

November 30-May 16

An advanced youth program for players who intend to take their skills to the next level.

Uniform will be purchased within the on-line store

Practices: (2) 2-hour team sessions per week

Travel: Up to 8 events including (2) National Qualifiers (Asics Regional Championships & Sunshine)

Memberships Required: USAV & AAU **10's-** \$1800 **11's:** \$2100 **12's:** \$2400.

All travel and lodging expenses are the responsibility of the athlete and parent.

Adidas American Regional Teams: (Ages 12U-18U)

November 30-May 9

An intermediate program for players who wish to advance their skills and play at a higher level.

Uniform will be purchased within the on-line store

Practices: (2) 2-hour sessions per week

Travel: Up to 9 events including (1) AAU Regional Championship.

Membership Required: AAU **Tuition 12's:** \$2300.00 **Tuition 13-18:** \$2500.00

All travel and lodging expenses are the responsibility of the athlete and parent.

Youth Adidas Regional Teams: (Ages 10U-11U)

January 2-May 8

An intermediate youth program for players who wish to advance their skills and play at a higher level

Uniform will be purchased within the on-line store

Practices: (2) 1 ½ -hour sessions per week

Travel: Up to 7 events including (1) AAU Regional Championship. Tournaments may require overnight stay.

Membership Required: AAU **Tuition:** \$1500.00

All travel and lodging expenses are the responsibility of the athlete and parent.

Hybrid Team (14-16-18U)

This program will combine a beach component with an indoor component, allowing the athletes to train in both sand and on the hard court. Early season will practice 2 times in sand and 1 time indoor and late season will practice 2 times indoor and 1 time on sand.

Uniforms will be purchased within the on-line store

Practices: (3) 2 -hour sessions per week

Travel: Up to 8 events including sand and indoor tournaments.

Membership Required: AAU & USAV **Tuition:** \$2800.00

All travel and lodging expenses are the responsibility of the athlete and parent.

Local Teams: (Ages 13/14, 15/16)

January 2-April 30

An entry level program for players who have limited or no volleyball experience.

Uniform will be purchased within the on-line store

Practices: (2) 1 ½-2-hour sessions per week

Travel: Up to 4 events to be hosted at DME or local clubs. No overnight stay will be required

Membership Required: AAU

Tuition: 1500.00

Recreational League (Ages 8-18)

November-June

This is an in-house program that has practice twice a week for an hour. It is an 8-week program. The first 4 weeks of the program consist of all training, while the second 4 weeks consists of one night of training followed by one night of playing intersquad games.

A t-shirt will be given to all participants.

Practices: (2) 1-hour practices per week

Tuition: \$199.00

Club Contact List

Management:

Dawn Moses- Club Director	Dawn.Moses@dmesports.com	440-376-4514
Jill Kornegay- Asst. Spring Club Director	Jill.Kornegay@dmesports.com	386-473-9388
Kathy Young- Administrative Assistant	Young4010@aol.com	386-313-0256
Alvaro Sanchez-Director of Coaches	coachalvaro@gmail.com	786-252-8753

DME Club Release Policy

If asking to be released between August-November

- Athlete must pay for all gear the club ordered for the athlete, including but not limited to uniforms, shoes, backpacks, and balls unless the club can utilize them for another athlete at which time the club will keep those items.
- Club will keep all deposits and any/all payments made up to the date the athlete requests to be released in writing.

If asking to be released between December-June

- Athlete must return all gear the club provided to the athletes this season, including but not limited to uniforms, shoes, backpacks, balls and financial aid
- Athlete must remit all financial obligations agreed upon contractually in the participation agreement
 - 100% of tuition for season (excluding any season ending injuries)
 - Stay and Play Hotel obligations if club is already under contract

If asking to be released after participating in a National Qualifier Event for DME (Regional or NQ)

- Athlete may not be released for the rest of the season to another club. Please refer to the USA Volleyball (USAV) policy on releases on athletes that participate in regional or national qualifying/bid events. Please refer to the Girls' Junior National Qualifier/Spring Championships/Championships Manual.

Each Club Release Policy must address the USA Volleyball (USAV) policy on releases on athletes that participate in regional or national qualifying/bid events. Please refer to the Girls' Junior National Qualifier/Spring Championships/Championships Manual

I have read and understand the club release policy with DME Sports.

Parent Signature _____ Date _____

Athlete Signature _____ Date _____

Club Policies

Athlete Code of Conduct

Participation with DME is a privilege and should be looked upon as such by the athlete. Each member of our teams should exhibit good sportsmanship in his/her actions at all times both on and off the court. Once you have committed to be an athlete in our club, you have made a choice to uphold certain standards expected of athletes:

1. I will display good sportsmanship and respect my competitors, parents, event staff and referees at all times. The use of profanity is unacceptable anywhere and at any time. I will leave all facilities in clean condition and take care of equipment at all times.
2. I am expected to act in a first-class manner and should act with high moral and social standards while representing DME.
3. I am expected to wear DME apparel and it is to be worn at all practices and competitions at all times. It is to be worn in a neat and mannerly fashion (**i.e., shirts tucked in**). Any time I wear clothing with the DME name, I am representing DME.
4. I am expected to refrain from all illegal substances. There will be no consumption of alcoholic beverages, drugs, chewing tobacco, or smoking materials.
5. I will use social media in a positive way. I will not forward or post vulgar messages, texts, or photographs that reflect negatively on me, my team or other individuals of DME. Whenever possible, I will discourage others from postings that could be deemed unflattering or damaging to others.
6. I will report any and all injuries to my coach or Club Management.
7. I will not fraternize with coaches or members of Club Management.
8. I will familiarize myself with general knowledge of AAU and USAV volleyball rules and regulations. I will be an active member of the organization in which my team participates and have a valid membership for the entire season.
9. I understand that rules may be added at the discretion of Club Management should a situation demand it.

The rules outlined here are intended as a guide to successful participation. As a member of DME, I will be expected to understand and abide by these rules and my team's rules. It is my responsibility to follow them to the fullest. **Failure to abide by the rules above may result in suspension or termination from the club and forfeiture of paid tuition.**

Parent Code of Conduct

The parents of DME athletes generally want the same “end result” for their child from the athletic experience. Parents hope their child learns positive traits while participating in sports, among which are:

- Teamwork
- Sportsmanship
- Overcoming adversity
- A sense of positive competitiveness
- Healthy fitness regimens

In order for the child to learn these skills, they need to participate long enough in the activity to gain these valuable lessons. What facilitates this process is parents being very aware of the way they interact with their child, the coach, and other parents. To enhance the opportunity for these goals to be met, we ask our parents to follow the “*Parent Code of Conduct*” as listed below.

1. Allow for only ONE instructional voice for your child.....the coach’s. Shout encouragement at every opportunity for your child and other teammates. However, a steady stream of technique suggestions, advice, or strategies during contests is counter-productive to the coach helping your child have success. Don’t confuse your child with potentially conflicting instruction.
2. Sometimes, an official’s call is hard to take for several reasons. Such times present a test of emotional control on the part of the athlete, the coach and the parent. Parents that loudly harass the official are embarrassing to the athlete and the team. Part of the learning process for the athlete is to occasionally deal with a “wrong” call, accept the responsibility, and move on. Don’t encourage your child to place the blame for their failures upon others. Learning to cope with disappointment is a valuable life skill.
3. Athletics is one of the safest environments for your child to struggle, fail, get back up, move on and learn from these various “hurdles”. Let him/her learn to work them out *without* your interference. For example, a player has every right to discuss with the coach what needs to be done to earn more playing time. Our coaches are child-oriented; they realize that all kids want the opportunity to play and show their skills. Give your child the gift of learning how to work through those questions by not running interference each time a conflict may arise.
4. Support your coach and DME Club Management and stand behind their decisions. Please do not talk poorly about them in front of your child. Your child will still need to work with the coach and his/her teammates in the future; don’t burden them with additional doubt when you talk poorly of the coach or DME Club Management. If you believe you need more data or communication from the coach to answer your question(s), go directly to the coach and arrange an opportunity to discuss your concerns out of sight from your child. Set the example of “being an adult” with issues of like nature.

5. Remember that the opposing players are someone else's child. The other team's players and coaches should be "off-limits" for harassing or mocking. Parents of athletes who intend to disrupt or upset someone else's child exhibit the worst of poor sportsmanship.

As a parent, be involved in a positive way. Attend your child's games as often as you can. Cheer loudly for the kids on the team. Help with the team when asked by the coach. If you're not sure how you can help, ask the coach.

When the larger portion of a team is working well, the experience can be wonderful for everyone involved! Other people and parents who see this type of synergy in action will want to support and be a part of the action. Younger parents will be looking forward to the day when their child is a part of our program. This type of teamwork perpetuates itself, and once it gains momentum, it can be quite a force. It just takes PARENTS who care!

"10 Rules for Parents of Athletes"

1. Make sure your children know that win or lose, scared or heroic, you love them, appreciate their efforts, and are not disappointed in them. This will allow them to do their best without fear of failure. Be the person in their lives they can look to for constant, positive encouragement.
2. Try your best to be completely honest about your child's athletic capability, competitive attitude, sportsmanship, and actual skill level.
3. Be helpful, but don't coach them on the way to the court or on the way back, at breakfast, and so on. It is tough not to, but it is a lot tougher for the athletes.
4. Teach them to enjoy the thrill of competition, to be "out there trying", to be working to improve their skills and attitudes. Help them develop the feel for competing, for trying hard, for having fun.
5. Try not to re-live your athletic life through your children in a way that creates pressure.
6. Don't compete with the coach. You both have clearly defined roles that should complement each other. Encourage your child to respect their coach...they will learn more in the process.
7. Don't compare the skill, courage, or attitudes of your children with other members of the team, at least within their hearing distance.
8. Get to know the coach so that you can be assured that his/her philosophy, attitudes, ethics, and knowledge are such that you are happy to have your children under his/her leadership.
9. Always remember children tend to exaggerate, both when praised and criticized. Temper your reaction and investigate before over-reacting.
10. Make a point of understanding courage, and the fact that it is relative. Some of us can climb mountains, and are afraid to fight. Some of us will fight, but turn to jelly if a bee approaches. Everyone is frightened in certain areas. Explain that courage is not the absence of fear, but a means of doing something in spite of fear or discomfort.

The job of the parent of an athletic child is a tough one, and it takes a lot of effort to do it well. It is worth all the effort when you hear your youngster say, “My parents really helped...they are the best!”

Florida Region of USA Volleyball – 15014 US Highway 441, Eustis, FL 32726

DME VOLLEYBALL ATTENDANCE POLICY

We will have a successful season if we can find players who are willing to work hard, give maximum effort 100% of the time, and support each other on and off the court. We will have an even better year if we can find an entire team willing to sacrifice and be “all-in” to achieve a larger goal. You can’t get 100% of the benefit without being 100% committed.

Attendance

Attendance will be recorded at every practice. If an athlete has any of the following excused absences coming up, they should provide their coach the dates they will be missing a month in advance as this allows a coach to plan for their absence. With approval of the athlete’s head coach and the second team’s coach, athletes may make up missed practice within the same week of the missed practice with another team. While we know that make up practices are certainly not the same as being with your own team working systems, offense and defense, we know the importance of training and expect our athletes to value their training.

Excused Absences will include:

- School Activities Mandatory for Grades and School Sports (or School required events such as concerts, induction ceremonies and team banquets)
- Emergency Situations
- Religious Observance
- College Visits
- Immediate Family Weddings
- Illness/Injury

While illness and injury are excused, athletes should make every opportunity to be at practice in these cases as long as they are not contagious, running a fever, or throwing up. Sitting on the sideline has its benefits as the athlete is in attendance can witness team instruction and support her team.

While we value athletes doing multiple activities, there is an inherent unfairness in allowing players who miss practice to play while those attending practice sit on the bench. It is impossible to develop any type of effective team organization or play without the participation and commitment from each player. Unexcused absences from practices or games will not be tolerated and excused absences will be limited.

Life is a series of choices all of which have consequences. If you make a choice between attending a practice or game vs. attending some other event or simply not coming to practice or games then you must be able to accept the consequences of your decision.

You must let a coach know in advance if you will have to miss a practice. If you miss practice without letting the coach know ahead of time it will automatically be counted as unexcused. Having said that, telling a coach in advance you will not be at a practice or game does not automatically count as an excused absence. The bottom line is that when a player misses practice it affects the entire team in a negative way. Pure and simple, miss practice for an unexcused reason and your role, as a member of the team, will be reduced. Those players who attend practice and have a positive attitude will be the ones representing DME.

DME PRINCIPLES

Every athlete will get 1 unexcused absence and 3 excused absences for the season. All practices (excused or unexcused) are expected to be made up either prior to the practice missed or in the same week. If practice is not made up prior to the tournament then an athlete will sit a set for 1 practice missed and a match for more than 1 practice missed. If an athlete exceeds the absences as outlined above then a meeting with the club director will be held to determine the athlete's commitment and continued involvement with the program.

Parent/Coach Communication

As your child becomes involved in athletic programs, she/he will participate in some of the most rewarding moments of their life. The memories and friendships they create will last a lifetime.

Modeling behavior is critical in the development of adolescents. DME athletes play by the rules and respect their sport as well as their opponent. The expectation is that DME athletes strive for individual excellence in a team setting while exhibiting the highest level of sportsmanship. The best people to exemplify these qualities are the coaches and parents.

Parent/Coach Relationship:

Being a parent isn't always easy! Being a coach isn't always easy! Frequently, the one common factor is your child who is our athlete. Parenting and coaching, while difficult at times, can also be very rewarding. By establishing a clear line of communication, we can provide a greater athletic experience for the athlete. As a parent, when your child becomes involved in athletic programs, you have the right to understand what is expected of your child and what is expected of you. Also, you have the right to express your expectations of our athletic program.

Communication You Should Expect from the Coach:

Coaching philosophy	Practice schedule and locations
Team goals	Expectations for the season
Team rules	Discipline resulting in denial of participation
Procedures when injured	

Communication a Coach Should Expect from Parents:

Notification of any scheduling conflicts as far in advance as possible!

Absences from practice

Medical conditions or injuries that would interfere with or prevent participation

Concerns that are appropriate to discuss with a Coach:

At times you may recognize a change in your child's behavior. Perhaps it could be associated with athletics. At times it is appropriate to discuss certain issues with your child's coach such as:

Decline in school work	Change in mood or demeanor
Suspected substance abuse	Eating disorders

MINOR ATHLETE ABUSE PREVENTION POLICIES

SafeSport Club Policies

1. One-on-One Interactions, including meetings and individual training sessions (Clubs are required to establish reasonable procedures to limit one-on one interaction, as set forth in federal law)
2. Massages and rubdowns/athletic training modalities Locker rooms and changing areas
3. Social media and electronic communications
4. Local travel
5. Team travel

These policies shall apply to the following:

- 1) Adult members at a facility that is either partially or fully under the jurisdiction of a DME
- 2) Adult members who have regular contact with amateur athletes who are minors
- 3) Any adult authorized by DME that may have regular contact with or authority over an amateur athlete who is a minor
- 4) Adult staff and board members of DME
(Collectively "Applicable Adult" for the purposes of this policy)

POLICY 1 - ONE-ON-ONE INTERACTIONS

Observable and interruptible

One-on-one interactions between a minor athlete and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the jurisdiction of DME are permitted if they occur at an observable and interruptible distance by another adult.

One-on-one interactions between minor athletes and an Applicable Adult (who is not the minor's legal guardian) at a facility partially or fully under the jurisdiction of a Covered Organization/LAO are prohibited, except in the circumstances described in meetings with mental health care professionals and health care providers of this section and under emergency circumstances.

Meetings between Applicable Adults and minor athletes at a facility partially or fully under the jurisdiction of DME may only occur if another adult is present, except under emergency circumstances. Such meetings must occur where interactions can be easily observed and at an interruptible distance from another adult.

If a one-on-one meeting takes place in an office at a facility partially or fully under the jurisdiction of DME, the door to the office must remain unlocked and open. If available, it will occur in an office that has windows, with the windows, blinds, and/or curtains remaining open during the meeting.

Meetings with mental health care professionals and health care providers

If a mental health care professional and/or health care provider meets with minor athletes at a facility partially or fully under the jurisdiction of DME, a closed-door meeting may be permitted to protect patient privacy provided that:

The door remains unlocked and another adult is present at the facility.

The other adult is advised that a closed-door meeting is occurring written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to the organization.

Individual training sessions

Individual training sessions between Applicable Adults and minor athletes are permitted at a facility partially or fully under the jurisdiction of DME if the training session is observable and interruptible by another adult. It is the responsibility of the Applicable Adult to obtain the written permission of the minor's legal guardian in advance of the individual training session if the individual training session is not observable and interruptible by another adult. Permission for individual training sessions must be obtained at least every six months. Parents, guardians, and other caretakers must be allowed to observe the training session.

POLICY 2 - MASSAGES AND RUBDOWNS/ATHLETIC TRAINING MODALITIES

Any massage or rubdown/athletic training modality performed at a facility or a training or competition venue under the jurisdiction of DME must be conducted in an open and interruptible location. Any massage of a minor athlete must be done with at least one other adult present and must never be done with only the minor athlete and the person performing the massage or rubdown/athletic training modality in the room.

LOCKER ROOMS AND CHANGING AREAS

Non-exclusive facility

If DME uses a facility not fully under their jurisdiction (for, e.g., training or competition or similar events) and the facility is used by multiple constituents, Applicable Adults in categories 1 through 4 are nonetheless required to adhere to the rules set forth herein.

Use of recording devices

Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras and video cameras in locker rooms, changing areas, or similar spaces at a facility under the jurisdiction of DME is prohibited. Exceptions may be made for media and championship celebrations, provided that such exceptions are approved by DME and two or more Applicable Adults are present.

Undress

Under no circumstances shall an unrelated Applicable Adult at a facility under the jurisdiction of DME intentionally expose his or her breasts, buttocks, groin, or genitals to a minor athlete.

One-on-one interactions

Except for athletes on the same team, at no time are unrelated Applicable Adults permitted to be alone with a minor athlete in a locker room or changing area when at a facility under the partial or full jurisdiction of DME, except under emergency circumstances.

If DME is using a facility that only has a single locker room or changing area, separate times will be designated for use by Applicable Adults, if any.

Monitoring

DME will regularly and randomly monitor the use of locker rooms and changing areas at facilities under their jurisdiction to ensure compliance with these policies.

POLICY 3 - SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS

As part of DME emphasis on athlete safety, all electronic communications between a coach and athlete must be professional in nature and for the purpose of communicating information about team activities.

Content

All electronic communication originating from Applicable Adults to minor athletes must be professional in nature.

Open and transparent

Absent emergency circumstances, if an Applicable Adult with authority over minor athletes needs to communicate directly with a minor athlete via electronic communications (including social media), another Applicable Adult or the minor athlete's legal guardian will be copied.

If a minor athlete communicates to an Applicable Adult (with authority over the minor athlete) privately first, said Applicable Adult should respond to the minor athlete with a copy to another Applicable Adult or the minor athlete's legal guardian.

When an Applicable Adult with authority over minor athletes communicates electronically to the entire team, said Applicable Adult will copy another adult.

Minor athletes may "friend" the organization's official page.

Facebook, Myspace, blogs, and similar sites

Coaches may not have athletes of DME Team join a personal social media page. Athlete members and parents can friend the official DME's Team page and coaches can communicate to athlete members through the site. All posts, messages, text, or media of any kind between coach and athlete must be professional in nature and for the purpose of communicating information about team activities or for team-oriented motivational purposes.

Twitter, instant messaging and similar media

Coaches and athletes may "follow" each other. All posts between coach and athlete must be for the purpose of communicating information about team activities.

Email and similar/electronic communications

Athletes and coaches may use email to communicate. All email content between coach and athlete must be professional in nature and for the purpose of communicating information about team activities. Where the coach is a staff member and/or volunteer, email from a coach to any athlete we recommend come from the club website email center (the coach's return email address will contain "@CLUB.com").

Texting and similar electronic communications

Texting is allowed between coaches and athletes. All texts between coach and athlete must be professional and for the purpose of communicating information about team activities.

Electronic imagery

From time to time, digital photos, videos of practice or competition, and other publicly obtainable images of the athlete – individually or in groups – may be taken. These photos and/or videos may be submitted to local, state or national publications, used in club videos,

posted on club or club associated websites, or offered to the club families seasonally on disc or other electronic form. It is the default policy of DME to allow such practices as long as the athlete or athletes are in public view and such imagery is both appropriate and in the best interest of the athlete and the club. Imagery must not be contrary to any rules as outlined in DME's Participant Safety Handbook.

Request to discontinue all electronic communication or imagery

The parents or guardians of an athlete may request in writing that their child not be contacted by any form of electronic communication by coaches or Applicable Adults subject to this policy. (Photography or videography). DME will abide by any such request that their minor athlete not be contacted via electronic communication, absent emergency circumstances.

Misconduct

Social media and electronic communications can also be used to commit misconduct (e.g., emotional, sexual, bullying, harassment, and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our Participant Safety Handbook.

Violations

Violations of DME's Electronic Communications and Social Media Policy should be reported to your immediate supervisor, a DME administrator or a member of DME's Participant Safety Committee for evaluation. Complaints and allegations will be addressed under DME's Disciplinary Rules and Procedure.

LOCAL TRAVEL & TEAM TRAVEL

This policy shall apply to:

- 1) Adult members who have regular contact with amateur athletes who are minors
- 2) Any adult authorized by DME to have regular contact with or authority over an amateur athlete who is a minor –
- 3) Adult staff and board members of DME.

(Collectively "Applicable Adult" for the purposes of this policy)

POLICY 4 - LOCAL TRAVEL

Local travel consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

Transportation

Applicable Adults who are not also acting as a legal guardian, shall not ride in a vehicle alone with an unrelated minor athlete, absent emergency circumstances, and must have at least two minor athletes or another adult at all times, unless otherwise agreed to in writing by the minor athlete's parent/legal guardian in advance of each local travel.

POLICY 5 - TEAM TRAVEL

Team travel is travel to a competition or other team activity that the organization plans and supervises.

Team/competition travel

When only one Applicable Adult and one minor athlete travel to a competition, the minor athlete must have his/her legal guardian's written permission in advance and for each competition to travel alone with said Applicable Adult.

Hotel Room

Regardless of gender, a coach shall not share a hotel room or other sleeping arrangements with a minor player. (Unless coach is the parent, guardian or sibling of the player) However, a parent/legal guardian may consent to such an arrangement in advance and in writing.

Furthermore, a parent/legal guardian may consent in advance and in writing to the minor athlete sharing a hotel room or other sleeping arrangement with an adult athlete

Coach or his/her designee will establish a curfew by when all players must be in their hotel rooms in a supervised location. Regular monitoring and curfew checks will be made to each room by at least two properly background screened adults. At no time should one adult be present in room with minor players, regardless of gender.

Team personnel should ask hotel to block adult pay per view channels.

Meetings

Meetings shall be conducted consistent with the DME policy for one-on-one interactions

Individual meetings between coach and player may not occur in hotel sleeping rooms and must be held in public setting or with additional adults present with one of those adults being the same gender as the player.

Dispute/Grievance Procedure

DME fully comprehends the value of parent involvement and encourages our parents to offer feedback whether positive or negative, but to do so in a respectful way. The below procedure is designed to help athletes and parents with questions, concerns, or problems that may occur during the course of the season. It ensures open and honest communication between all parties involved.

1. 24-hour rule: If the athlete or parent has a concern arising from a tournament or practice that needs to be addressed, they must wait at least 24 hours after the conclusion of the event to discuss the issue with the head coach. We trust that parents will be timely in communicating with coaches regarding potential issues that would distract that coach from their primary objective of coaching the team.
2. Don't approach the coach immediately prior to the start of practice, the coach must focus on the athletes' and the training required during practice.
3. The athlete must first ask for a meeting with the coach to discuss the issue at hand. In the case of players on 13's or younger teams, the parents may request the meeting, in which the athlete, parent and coach must be present.
4. If the issue is unresolved, the parents may ask for a meeting between themselves, the athlete, and the coach to discuss the issue. The meeting should take place at a location considered adequate for a private discussion agreed upon by both the parent and coach – NOT at a tournament and/or practice.
5. If the issue is unresolved, the parent may ask for a meeting with the club director, the head coach, and the athlete. The meeting should take place at a location considered adequate for private discussion, agreed upon by the parent, coach, and director and during a scheduled time away from practice or a tournament is appropriate. The decision of the club director at this point is **FINAL**.

It is essential that our parents serve as a support system for our club, players and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.

It is essential that our parents serve as a support system for our club, players and coaches. To ask this, we, as the club director, staff, and coaches need to be available to empower parents and athletes with information and ensure understanding. When all parties share time together, the potential conflict creates a greater opportunity to learn from each other different strategies in how all parties can communicate effectively and be more congruent in cultivating a positive experience for our athletes.

Practice and Tournament Rules and Regulations

Practice Rules:

1. Court time is valuable and should only be used for development of skills. All warm-ups and conditioning should take place outside of the scheduled 2-hour court time. Warm-ups will begin 15 minutes prior to the scheduled court time. Early arrival time should be used to get ready for practice (equipment and stretching). All players are responsible for shagging balls at practice.
2. Horseplay by athletes at practice or tournaments is strictly prohibited. Be respectful of all facilities.
3. All athletes are expected to make every effort to attend all practices. Only an illness serious enough to keep the athlete home from school or a genuine family emergency are legitimate excuses for missing practice. Regardless of the reason, if an athlete misses a practice, her playing time may be affected.
4. If an athlete cannot be at practice, it is the athlete's responsibility (not the parent's) to reach the coach before the practice starts.
5. The closed practice policy applies to practices but does not apply to scrimmages in which parents are welcome. For 10 -12's teams, parents may watch practices during the months of November and December and the first practice of the month January-June. For all 13 & older teams parents may watch the first practice of each month, beginning in January.

Tournament Rules:

1. Athletes should arrive at their assigned court 1 hour prior to start time.
2. Athletes will not be allowed to leave the tournament site until excused by the coach. Except in cases of true emergency, an athlete who has an officiating assignment may not leave a tournament before the assignment is completed. Officiating is the shared responsibility of the entire team.
3. All DME players are required to wear their DME warm-ups or uniforms when entering and leaving the playing sites.
4. All athletes are expected to attend every tournament. It is the athlete's (not the parent's) responsibility to inform the coach as soon as they are aware of an absence, if an athlete cannot be at a tournament.
5. Parents and players are responsible for arranging their travel and hotel stays.

Uniforms and Equipment

Apparel consisting of spandex, jerseys, practice t-shirts, warm-ups, travel gear, hoodies, and back packs will be purchased by each player. The cost of apparel is in addition to the the club tuition and must be worn while representing DME at sanctioned events, while officiating, airline travel and at planned practices.

DME will supply facilities, volleyballs, ball bags, net systems, equipment, first aid kits, etc. Care should be taken when using and supervising this equipment.

Club Season Information

Memberships

All players are required to register with AAU and have a notarized AAU Medical Release prior to tryouts. The DME club code will need to be added to the AAU membership card. Athletes will also need to purchase a Florida Region of USAV membership, add the club name of DME Holdings, LLC, and have a notarized USAV Medical Release on file. **Team rosters can only be built once the proper club selection has been made.** Memberships provide a supplemental insurance policy for your daughter/son.

Tryouts

Tryouts will be held for all age levels (8U-18U) and may include teams that will compete in National, Regional and Local tournaments. Our high school athletes will tryout in early August, followed by the younger athletes in late September or early October. Players will be placed in roles that are best for the team as well as the individual player. There will be a non-refundable tryout fee of \$50 per athlete. This fee will be good for all tryouts.

Selection Criteria

We select athletes based on the following criteria: ability to be coached, a team player, athletic ability, athletic potential, work ethic, competitive attitude, and/or experience.

Team Selection

Elite, National and Regional level tryouts will be conducted at the same time. Athletes will be notified by email, phone, or website. The athletes must accept the position within 24 hours and will be expected to pay their initial deposit (\$250 plus ORDER uniform) and will be asked to sign the Participation Agreement at that time. The athlete and parent will need to sign the Media Release and Handbook Acknowledgement forms. The Handbook is located on dmesportsacademy.com and should be read thoroughly prior to signing.

Size

The number of players on a team may vary up to 12 players. However, DME attempts to limit each team to 10 players, to maximize playing time.

Playing time

Our philosophy is that you are purchasing training time. This training occurs primarily in practice and secondarily in tournaments. All playing time is at the discretion of the DME coaches, and is not subject to negotiation.

ALL ATHLETES NEED TO COMPLETE THE ENTIRE SEASON TO BE ELIGIBLE FOR ELITE TEAMS THE FOLLOWING YEARS.

Updates

We recommend you check our website regularly. Parents are encouraged to sign up for Text/Email Alerts from the Coach and/or the Club Directors.

Sometimes we are forced to cancel a practice due to situations beyond our control. If this is required, we will send out a text message as soon as possible. We will try with all due diligence to reschedule these practices later in the season.

Our website address is www.dmesportsacademy.com.

Financial Responsibility

Fees

It is the responsibility of the parent to complete and have on file an Automated Clearing House (ACH) form or ensure that all payments issued to DME arrive on time pursuant to the payment schedule. The alternative payment method to the ACH must be pre-approved. As of the second of the month, a \$35 late fee will be applied. Payments made by check should be made payable to DME Sports.

It is the responsibility of the parent to provide transportation, meals and lodging for all events.

NOTE: Any player not current with DME fees will NOT be able to participate until fees are up-to-date.

Your fees will cover the following:

- Coaches registration and fees
- Facility costs, insurance, general liability
- Practice time – minimum (2) 2-hour weekly practices
- Equipment (balls, med kits, etc.)
- Administrative fees
- Website exposure
- Tournament entry fees

- Designated travel expenses for coaches and club management
- Sports Recruit recruiting website and service-Elite teams 15 and over
- Recruiting Coordinator
- Speed, Agility and Quickness training for Adidas Elite teams
- Membership costs for Facility and Coaches to AAU, USAV, AVCA
- Extra sanitation procedures since March 2020

Refund Policy

All payments made to DME are non-refundable. Please refer to our Payment Schedule for due dates and amount required for each team.

Any Dispute financial or other with the club must be submitted to DME Club Management team in writing. All disputes must include complete documentation submitted within thirty days of incident and will be handled on a case by case basis.

Email to send financial dispute to: dawn.moses@dmesports.com

Parents/players/coaches are not permitted to use the DME logo, copy the logo or have team t-shirts or other outerwear made for a team without prior permission from Club Management.

In the event of an exceptional, unforeseen circumstance, DME reserves the right to amend this handbook to better serve the needs of the program.

Revised 7/6/2020