

# FISSION VOLLEYBALL CLUB

## 2025 Parent-Player Code of Conduct

It is a pleasure to welcome you to Fission Volleyball Club: South Georgia's ultimate volleyball experience.

At Fission, **excellence isn't just a goal—it's our standard**. This philosophy begins with our ownership, staff, and coaches, who are unwaveringly committed to delivering the best possible experience for our players both on and off the court. But excellence is a team effort, and we expect the same dedication from every player and family who becomes part of our club. Together, we can uphold the professionalism, passion, and pride that define Fission Volleyball Club.

Our goal is a season of **focused growth and achievement** for each athlete. To make that vision a reality, it's essential that players, parents, and staff align on expectations from the very beginning. Club volleyball requires a significant commitment of time, energy, and resources; the last thing Fission wants is to add unnecessary confusion about rules or guidelines. That's why this handbook exists—to set clear expectations, minimize uncertainty, and ensure a smooth, successful season for all.

Fission Volleyball Club is led by **Jake Parker (President), Cole Parker (Vice President), & Rachel Dawkins (Club Administrator)**, who are always available to address any questions or concerns regarding the policies & guidelines outlined here. You can reach us at [admin@fissionvolleyball.com](mailto:admin@fissionvolleyball.com), 229-302-4464, or 3350 Noble Way, Suite A, Valdosta, GA 31605.

We are thrilled to have you as part of our Fission Family, where we aim to make an Explosive Impact in each player's life this season.

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### I. General Policies for ALL Athletes – All Teams

- a. All Athletes must adhere to the USAV Code of Conduct, which is attached.
- b. All Athletes are expected to attend all events scheduled for their team. The season schedule is also attached; adjustments will be communicated as needed.
- c. All Athletes are responsible for their own uniforms, apparel, and gear. Any replacement costs will be your responsibility.

### II. Attendance Policies

Fission Volleyball Club will enforce the following practice and tournament attendance policies for every Athlete. This is not intended to prevent an Athlete from playing another sport while participating with Fission Volleyball Club; however, attendance at practices and tournaments may affect playing time.

General Policy: It is the responsibility of the Athlete or the parent(s)/guardian(s) to notify the Coach of any scheduled Fission Volleyball Club Activities that the Athlete will be missing with at least one (1) weeks' notice for practices, and two (2) weeks' notice for tournaments.

a. Practice

- i. **All Practices are Mandatory.** There are no exceptions for schoolwork or homework. It is the Athlete's, and their parent(s)/guardian(s), responsibility to balance schoolwork with practice.
- ii. If an Athlete has eight (8) absences during the season, Fission Volleyball Club Leadership along with the Coaches will conduct a review to determine if that Athlete should remain with the Team.
- iii. Missing more than half (1/2) of a practice counts as an absence. Flexibility will be extended to school departure time and school location as well as the location of an Athlete's residence in relation to the practice site.
- iv. All absences from practices will be evaluated by Fission Volleyball Club Leadership along with the Coaches with proper documentation on a case-by-case basis. Life throws curveballs, but Fission Volleyball Club is not for those who regularly miss practice.

b. Tournaments

- i. Missing a part of any tournament day counts as one (1) absence.
- ii. Attendance at National Qualifiers and Regionals is mandatory.
- iii. Fission Volleyball Club Leadership along with the Coaches will evaluate all tournament absences with proper documentation on a case-by-case basis.

**III. Athlete/Parent Conduct at a Tournament/Practice Site**

It is the intent of Fission Volleyball Club to be a leader in the South Georgia Volleyball Community and beyond. It is also the intent of Fission Volleyball Club to lead by example, which means that both the Athlete and their parent(s)/guardian(s) need to lead by example. These guidelines are set forth to protect the safety and integrity of Athletes, their parent(s)/guardian(s), the Coaches, and Fission Volleyball Club.

Please be aware that all circumstances are not accounted for and in the event of an undue circumstance, Fission Volleyball Club Leadership will enforce appropriate action. Fission Volleyball Club intends to conduct ourselves in a way that reflects the same values Fission Volleyball Club teaches our Athletes every day.

**BE ADVISED:** All Policies listed here, where appropriate, are for Athletes AND Parent(s)/Guardian(s).

- a. **EQUAL PLAYING TIME IS NOT GUARANTEED.** Coaches evaluate Athletes during practices on a weekly basis. Playing time at tournaments is earned at practice. If there are question about an Athlete's playing time, set up a time with the respective Coach to discuss the situation per the grievance/escalation policies listed below.
- b. *"Conduct unbecoming an Athlete"* will not be tolerated at any Fission Volleyball Club Activities. This covers a wide variety of circumstances, for example, the use of foul language or rude gestures towards other athletes, parents, guardians coaches, officials, or opponents.
- c. No Parent is to talk with any other athlete, parent, guardian, coach, tournament official, or referee in an argumentative or disparaging manner. Fission Volleyball

Club is a new volleyball club that cannot afford to develop a bad reputation at tournaments or in the club volleyball community.

- d. Parents/Guardians are to be supportive of their Athletes during tournaments and not question them or their teammates regarding their play or about how much or how little they have played. When in doubt, Fission Volleyball Club believes parent/guardian support should be UNCONDITIONAL.
- e. Parents/Guardians are not to “coach” their Athletes during tournaments. The Athletes should be focused solely on what their Coaches have to say and need to concentrate on such. This includes Athletes looking over to their parent(s)/guardian(s) every play. We want them focused on the next play.
- f. Our policy is “All Team, All the Time.” When the Team is in the gym for a tournament, Athletes are responsible for staying with their Team at all times. In the event friends attend a tournament, it should be understood that an Athlete’s priority is with their Team.
- g. Cell phone policy: No cell phones are allowed to be used in the gym during any practice and/or at tournaments. All cell phones will be put away in the evening at a time specified by the Coach. (Note: Coaches will always be available via cell phone.) This includes not being on phone during water breaks at practice unless to arrange transportation.
- h. Proper nutrition is required. Practices will be very demanding on an Athlete’s physical abilities. Tournaments are an all-day affair, and in some cases two (2) and three (3) days long. Coaches will advise Athletes and parent(s)/guardian(s) on acceptable items to eat during tournaments. In all cases, it is important to stay well-hydrated at all times.
- i. If an Athlete is removed by parent(s)/guardian(s) for any reason from the tournament site without previous permission from the Head Coach, Fission Volleyball Club will consider that Athlete to have resigned from the program. There will be no refund for the remainder of the season.
- j. For many tournaments, Teams will be responsible for officiating, scorekeeping, and line judging. Each athlete twelve (12) years of age and older are required to attend an SRVA clinic online on scorekeeping or officiating. Fission Volleyball Club’s policy on officiating is that we want to officiate other teams the way we would want to be officiated.
- k. No Athlete is permitted to leave a tournament site until all officiating responsibilities are completed. There may be circumstances for local tournaments where the Head Coach can give permission to leave early.
- l. Athletes are to support your teammates at all times while on the bench, whether they are playing in a particular match or not. Poor bench behavior includes not expressing verbal/vocal support for your teammates, conducting side conversations taking other’s attention off the match, disrupting the match with inappropriate discussions with the Coach or Coaches, or questioning your playing time or status during the match.
- m. Parents/guardians are to be supportive of the entire Team at all times, and all Fission Volleyball Club Teams while at tournaments. Parents/Guardians are not to engage in any behavior in cheering that would reflect negatively on Fission Volleyball Club. Guidelines for Parents/Guardians are no different from Athletes in this regard.
- n. Only the Head Coach or the Team Captain, under the direction of the Head Coach, may question an official.
- o. The Team will travel together (if possible) from the tournament lodging to tournament sites, dressed in the same Fission Volleyball Club attire. For the purposes of uniforms, Athletes are NOT allowed to wear non-Fission Volleyball

Club attire from the time they enter the gym until the time the tournament is over. Some combination of the Fission Volleyball Club uniform package, including jersey, warm-up t-shirt, training shirt, hoodies, and warmups is to be worn between matches. No school attire is allowed, nor are decorated team t-shirts and the like, within the competition venue. We want college coaches, our competition, families, fans and spectators to recognize the Fission Volleyball Club brand.

- p. Athletes are to wear Fission Volleyball Club practice t-shirts during Team practices. School attire is not to be worn to or from practices, including hoodies, sweatshirts, or sweatpants.

BE ADVISED: Tournaments begin when a team leaves Valdosta and does not end until the Team returns to Valdosta.

Failure to adhere to the Code of Conduct may result in restricted access to events, suspension of the Athlete's participation, or other disciplinary actions at the discretion of Fission Volleyball Club Leadership.

#### **IV. Travel Policies**

- a. All parent(s)/guardian(s) are responsible for managing and covering their Athlete's travel and lodging arrangements and expenses for all tournaments.
  - i. Stay-and-Play Tournaments:**
    1. For tournaments designated as "stay-and-play" (where teams are required to book a minimum number of hotel rooms through the tournament's official lodging partner(s)), all parent(s)/guardian(s) are required to book their lodging exclusively through the tournament's designated process. Failure to meet the tournament's room booking requirements will result in the immediate disqualification of the entire team from that tournament. Therefore, it is the sole responsibility of each individual parent/guardian/family—not Fission Volleyball Club—to ensure compliance with these participation requirements.
    2. Consequences for Non-Compliance: If a team is disqualified due to failure to meet hotel room minimums, refunds will not be issued for club dues or associated costs, and a replacement tournament will not be scheduled.
    3. Parent(s)/guardian(s) must communicate and coordinate promptly to ensure all hotel booking requirements are fulfilled in accordance with tournament guidelines.
    4. This policy underscores the importance of meeting stay-and-play requirements to maintain the team's eligibility for participation. By signing the Parent-Player Code of Conduct, parent(s)/guardian(s) acknowledge their responsibility to comply with these policies and avoid jeopardizing the team's ability to compete. Any family that refuses to comply with stay-and-play requirements may face consequences, including suspension of their Athlete from participation or additional disciplinary action at the Club's discretion.
- b. Teams are to coordinate and attempt to stay in the same hotel for each tournament in accordance with the stay and play hotels list. This allows for team cohesion and ease of scheduling.

- c. We cannot predict the wave times for each team. **It is highly encouraged that you get to the tournament the night before regardless of wave times.**
- d. Athletes are to be in their respective hotel rooms by the curfew time requested by the coach. Parent(s)/Guardian(s) should do their best to ensure Athletes are sleeping to prepare and be refreshed for gamedays and not on their phones or staying up too late.
- e. At no time will an Athlete be allowed to leave hotel/tournament property without the expressed permission of their Coach. If there is appropriate “downtime”, parent(s) or guardian(s) may request to take their Athletes off the premises.
- f. Any parent, guardian or other adult who volunteers to provide transportation for a Athletes to and from tournaments is under the direction of the Coach insofar as when and where Athletes are required to be. Please do not volunteer if you cannot work in conjunction with the team requirements.
- g. Transportation to and from Fission Volleyball Club organized training, fitness tests, competitions or tournaments (“Fission Volleyball Club Activities”). is the responsibility of the parents. Teams may agree to travel together if convenient.
  - i. Fission Volleyball Club will provide parent(s)/guardian(s) an “Agreement for Minor to Travel with an Unrelated Adult” which will be filled out and executed by parent(s)/guardian(s) prior to the Athlete traveling locally or overnight with any Fission Volleyball Club employee, coach or volunteer, if the parent(s)/guardian(s) chooses to allow such arrangements.
- h. No Athlete may drive to or from an out-of-town tournament without advanced, written permission from Fission Volleyball Club Leadership.
- i. The Coach and Fission Volleyball Club Leadership will select the time and location for when/where Athletes will to meet for travel to tournaments.
- j. When at Restaurants, the Team and Coaches will sit together in one area. Parent(s)/Guardian(s) may be invited to Team meals but will sit with the other parent(s)/guardian(s). Team Bonding is vital to long-term success.
- k. When at tournament lodging or the tournament location, Athletes must travel in pairs (at a minimum) when walking around or outside of the premises.
- l. When at the tournament lodging location, there shall be no display of disrespect toward any Fission Volleyball Club, or any other volleyball club, coach, athlete, parent, guardian, volunteer or chaperone, or any other hotel guest/employee. We should strive to set an example.
- m. Boys are not permitted in the rooms or hallways of the Athletes’ lodging at any time. The only exception to this policy is when the boy is the relative of an Athlete. Violation of the policy will result in an immediate review of the Athlete’s status with Fission Volleyball Club.

## V. USAV National Championships

- a. It is the goal of Fission Volleyball Club to send all NATIONAL and ELITE teams in each age bracket to the USAV National Championships every year. These championships are conducted by USA Volleyball and are held in late June/early July in a predetermined city each year (e.g. Dallas, TX 2025).
  - i. Fission DEVELOPMENTAL, LOCAL, and REGIONAL teams are NOT permitted to attend Regional Qualifiers because securing a bid at one of these tournaments then REQUIRES that team to attend the National Championships or else the entire club is penalized and prohibited from attending future USAV events.

- ii. In the event that a NATIONAL or ELITE team does not qualify for the USAV National Championships, these teams will attend the AAU National Championship (Orlando, FL) instead.
- b. Each National Championship tournament has an entry fee to be paid unless Fission Volleyball Club secures a bid that covers the cost.
- c. It is the Athlete's parent(s)/guardian(s) responsibility prior to the Regional Competition to notify the Team's Head Coach if they are not willing or able to attend the National Championship tournament.
- d. Fission Volleyball Club reserves the right to add Athletes to a roster of a Team that has qualified for the National Championships in order to field a competitive team as permitted by the USAV Rules.
- e. If a Team qualifies for the National Championships, all standard Fission Volleyball Club travel policies outlined in this Parent-Player Code of Conduct will apply to these travel situations.
- f. Every Fission Volleyball Club team will participate in tournaments in May and June as a lead-in to the National Championships. Even if a specific team does not qualified, all Fission Volleyball Club teams will participate in these tournaments.
- g. The entry fee costs for attending the National Championship ARE included in the stated player fees. However, this DOES NOT include travel expenses, just the entry fee. All Coach pay, Coaches' hotels, and associated costs are included in your Fission Volleyball Club dues. Again, the only additional charge is for you to arrange travel and hotels.

## **VI. Expulsions and Suspensions**

While it is not the intent of Fission Volleyball Club to suggest there will or could be problems, the mission and integrity of Fission Volleyball Club are foremost in our minds. Suspensions have been identified where appropriate in this document. Fission Volleyball Club Leadership and Coaches will evaluate all situations. Fairness to all is our objective. Athletes are expected to use common sense in all situations. Fission Volleyball Club will support the following:

Immediate Fission Volleyball Club Leadership and Coaches Review will result for the following offenses:

- a. Smoking at any Fission function
- b. Using alcohol or drugs at any time during a Fission function
- c. Leaving lodging premises without notifying the Coach and without a chaperone
- d. Having members of the opposite sex in your room (other than relatives)
- e. If the Athlete has more than eight (8) absences (Subject to Fission Volleyball Club Leadership Review)
- f. Bullying on or off of the court, including cyberbullying
- g. Acting in any way that is counter to the Team's interest
- h. Parents/Guardians being hostile or rude to any, Fission Volleyball Club or other volleyball club's, coaches, volunteers, athletes, parents, guardians, families, spectators, fans, officials or referees.

## **VII. Grievance/Escalation Procedure**

The procedure outlined below is designed to help Athletes and Parent(s)/Guardian(s) with questions, concerns, or problems that may occur during the course of the season. It ensures Open and Honest Communication between all parties involved.

- a. Athletes must first ask for a meeting between the Coaches and themselves to discuss the issue at hand. In the case of Athletes on the “14’s” and younger teams, a parent/guardian may request the meeting.
- b. If the issue is unresolved, the parent(s)/guardian(s) may ask for a meeting between themselves and Coaching Staff to discuss the issue. The meeting should take place at a location considered adequate for a private discussion agreed upon by both the parent(s)/guardian(s) and Coach. This meeting WILL NOT at a tournament and/or practice. Coaches are not to address these issues at tournaments and are told to advise Fission Volleyball Club Leadership in the event that any of these conversations are started at a tournament. This includes in-person and over-the-phone communications.
- c. If the issue is unresolved, parent(s)/guardian(s) must ask for a meeting with Fission Volleyball Club Leadership, Coaches, Athlete, and parent(s)/guardian(s). A scheduled time away from practice or a tournament is appropriate. The decision of Fission Volleyball Club Leadership at this point is FINAL.

#### VIII. **Refund Policy for Club Dues**

Fission Volleyball Club operates on a commitment-based model. This ensures the consistency, planning, and quality of the programs offered to all members. Given that the vast majority of Club, team, and player expenses are paid by the Club at the very beginning of the season using the Club Dues paid for that season, refunds are very rarely issued in any circumstance. By registering and committing to Fission, both Athletes and their parent(s)/guardian(s) agree to fulfill their financial obligation in full for the entire season.

- a. **Non-Refundable Scenarios:**
  - i. **Voluntary Withdrawal:** If an Athlete voluntarily leaves the program for personal or academic reasons, no refund will be issued for unused services or remaining dues.
  - ii. **Lack of Playing Time:** Playing time is earned and not guaranteed. Disputes regarding playing time do not qualify for a refund.
  - iii. **Tournament Cancellations:** if any tournaments are cancelled due to scheduling conflicts (from the coaches/families) or due to any tournament policy violations (such as failure to meet the hotel room minimums at a stay-and-play tournament), no refunds will be issued and another tournament will not be scheduled.
  - iv. **Code of Conduct Violations:** If an Athlete or their parent(s)/guardian(s) are removed from the program due to violations of the Parent-Player Code of Conduct, no refund will be issued.
  - v. **Injuries:** Injuries incurred during or outside of Fission activities do not qualify for a refund, as the club has already allocated resources and planned for the Athlete’s participation.
  - vi. **Conflicts with Other Activities:** Participation in other extracurricular or athletic programs that interfere with Fission’s schedule does not warrant a refund.
  - vii. **Change in Personal Circumstances:** This includes relocation, family commitments, or any other personal reasons not directly caused by the club.

b. **Potentially Refundable Scenarios:**

Refund requests may be considered on a case-by-case basis under specific extraordinary circumstances, such as:

- i. **Program Cancellation:** If Fission Volleyball Club cancels the entire season or specific team operations due to unforeseen events beyond the club's control, prorated refunds may be considered.
- ii. **Club-Initiated Removal:** If the club removes an Athlete for reasons unrelated to disciplinary action (e.g., program restructuring or team disbandment), a partial refund may be issued for unrendered services.
- iii. **Severe Health Issues:** In cases of severe medical conditions where an Athlete can no longer participate for the remainder of the season, Fission may consider a prorated refund. Documentation from a licensed medical provider is required.

c. **Refund Request Process:**

- i. All refund requests must be submitted in writing to Fission Volleyball Club Leadership. Requests should include:
  1. The reason for the request, with supporting documentation if applicable (e.g., medical notes).
  2. The specific dates impacted by the circumstances.
  3. Contact information for follow-up.

Refund decisions are at the sole discretion of Fission Volleyball Club leadership and will be communicated in writing within 14 business days of receipt of the request. Approved refunds may take up to 30 days for processing.

Refunds, if approved under extraordinary circumstances, will be calculated based on the approximate remaining portion of the season's services, minus any non-refundable expenses already incurred by the Club (e.g., uniforms, tournament fees, or administrative costs).

By signing this Code of Conduct, parent(s)/guardian(s) acknowledge and agree to these refund policies, understanding that Fission Volleyball Club allocates resources based on full-season commitments.

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Together, we are shaping the future of volleyball in South Georgia & building memories that will last a lifetime. Thank you for joining us on this journey of growth, excellence, & community. Please fill out & sign the following page to affirm your full commitment to these policies & code of conduct.



## Sign-Off Sheet

*Please bring this with you to Winter Warmup*

Athlete Name: \_\_\_\_\_ Age: \_\_\_\_\_

Team Name: \_\_\_\_\_

I (We), the parent(s)/guardian(s) of \_\_\_\_\_ (“Athlete”) have read the aforementioned information concerning the policies and practices of Fission Volleyball Club. We agree that, having been selected to a Fission Volleyball Club team, to permit our Athletes participation with Fission Volleyball Club for the 2024-2025 Fission Volleyball Club season. We have read the information provided and understand the time and commitment involved in the practice and tournament schedule.

We have reviewed the fee schedule and agree to pay all fees. We understand that, though Fission Volleyball Club fees are collected in three (3) or four (4) installments, execution of this document obligates us for the full amount of the Fission Volleyball Club fee, inclusive of uniform and travel costs.

Understanding these stipulations and having discussed these with our Athlete, we agree to and will support her participation with Fission Volleyball Club. We understand that once registered with and having participated with Fission Volleyball Club, our Athlete will be unable to transfer volleyball clubs.

I (We), \_\_\_\_\_, the parent(s)/guardian(s) of the Athlete, have read the Fission Volleyball Club 2025 Parent-Player Code of Conduct and agree to follow the policies contained therein. We understand the commitment we are making to Fission and that if I should choose not to follow the policies as expressed above and any additional boundaries set forth by Fission Volleyball Club Leadership and Coaches, I may be asked to leave Fission Volleyball Club.

I, \_\_\_\_\_, (“Athlete”), have read the Fission Volleyball Club 2025 Parent-Player Code of Conduct and agree to follow the policies contained therein. I understand the commitment I am making to Fission Volleyball Club and that if I should choose not to follow the policies as expressed above and any additional boundaries set forth by my Coach, my playing time may be restricted, and I risk expulsion from Fission Volleyball Club.

This Code of Conduct, together with any incorporated documents, will be governed by the laws of the State of Georgia.

Parent/Guardian Print Name: \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Athlete Print Name: \_\_\_\_\_

Athlete Signature: \_\_\_\_\_

Date: \_\_\_\_\_