



CLUB HANDBOOK

2019-20 SEASON

(updated September 30, 2019)

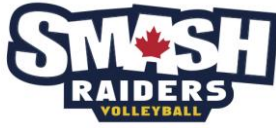


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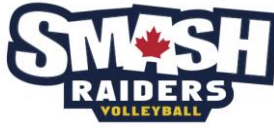
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2019-2020 Smash Raiders Staff

Club President & Sr. Technical Director – Tauri Caputo

Secretary/Treasurer – Mary Jane Haist

Director Club Operations – Mark Stevens

Director at Large – Logan Caputo

Jr. Technical Director - Marcus Wu

House League & Youth Development Program - Marcus Wu

12-1 Team	Coach - Dragana Ljubicic
12-2 Team	Coach - Cory Giacinti
13-1 Team:	Coach - Aleksander Ljubicic
13-2 Team	Coach - Stephanie Grimo
14-1 Team	Coach - Mark Wu
14-2 Team	Coach - Andrew Courchesne
15-1 Team	Coach - Linda Stevens
16-1 Team	Coach - Kimberli Schofield
16-2 Team	Coach - Will Guest
17 Generation	Coach - Jenny-Lynn Pellegrino
17 Fusion	Coach - Michelle Perron
18-1 Team	Coach - Jerry Olejarz
Jr. High Performance Team	Coach - Cameron Kapteyn
Sr. High Performance Team	Coach - Jason Pundyk
High Performance Program	Manager – Tauri Caputo

Smash Raiders Volleyball Club Philosophies

We are dedicated to creating and maintaining:

- An environment that is built on respect, trust, integrity, and honesty.
- An environment that is conducive to both learning and achieving.
- An inclusive environment where diversity is celebrated, and where all players and coaches (regardless of sexual orientation, race, or ability) are welcomed.

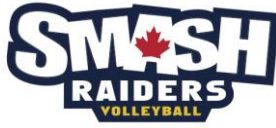


SRVC Code of Conduct

Coaches' Commitments

All coaches with the Smash Raiders Volleyball Club are expected to adhere to the following:

- Behave ethically by demonstrating respect for the rules and spirit of competition in the Ontario Volleyball Association.
- Respect the dignity and feelings of young athletes by behaving in a manner that is fair, open, and equitable.
- Treat officials, parents, spectators, and other participants in competition with respect and dignity by refraining from criticism and intemperate behavior.
- Manage the behaviour of athletes in competition and training to foster a supportive and cooperative environment.
- Monitor and address conflict in a sensitive and timely manner.
- Follow the practices of conflict resolution adopted by Smash Raiders Volleyball Club.
- Communicate clearly and regularly with athletes and parents about team-related matters such as training schedules.
- Encourage communication with athletes in order to develop confidence, self-efficacy, and a clear understanding of expectations.
- Communicate confidentially when speaking with parents, respecting others' right to privacy.
- Teach and develop the skills of volleyball through both effective discussion and activities that are tailored to the age, psychology and abilities of the player, ensuring that every team member has an opportunity to grow as a player and demonstrate their capabilities.
- Ensure the safety of her/his athletes by employing safe training techniques, maintaining an effective Emergency Action Plan, and following the ethical practices established by Volleyball Canada.
- Demonstrate a continuing commitment to improvement as a coach by regularly engaging in learning and accreditation activities.
- Abide by and demonstrate knowledge of all OVA and Volleyball Canada policies.
- Attend Club meetings as required.
- Select and work with the team manager, parent representative and Club Executive on such matters as tournament bookings and conflict resolution.
- As the Club's representative in our rental facilities, to be responsible for the condition and security of the equipment and property to the best of their ability.

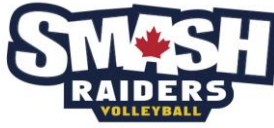


SRVC Code of Conduct

Athletes' Commitments

All athletes as members of the Smash Raiders Volleyball Club are expected to:

- Demonstrate respect and support for their teammates and coaches, as well as for officials and opponents.
- Refrain from participating in any personal or electronic communication that is critical of or disrespectful toward any member of the team, the Club, OVA or an opponent.
- Develop a positive relationship with the coaches through respectful dialogue and positive demeanor.
- Fulfill their responsibility as a member of the team by meeting their time commitments for training and competition. Each player is expected to manage his/her schoolwork, family life, and sporting activities in a way that enables him/her to meet all obligations (if a player is unable to attend a practice or a game, coaches must be informed at least 24 hours ahead of time).
- Arrive 10 minutes before the official start of practice to get dressed and help in the setup and organization of equipment. Store and safeguard volleyball equipment at the end of matches and practices.
- Fulfill their athletic potential by listening attentively to the coaches and implementing their suggestions in good faith.
- Strive to earn playing time through positive behaviour in practice (e.g. hustle and determination, perseverance, skill demonstration, lively communication, willingness to learn and grow).
- Accept the role they are given during competition and see it in the context of team success.
- Disclose all injuries to a coach that have a bearing on their ability to participate safely in practice or competition.
- Take good care of their playing and practice attire, ensuring that they are available and suitable at practice and games.
- Attend all tournaments unless substantial notification is provided and with approval.
- To behave appropriately, responsibly and respectfully as representatives of the Club during all Club activities and events.
- Follow all rules with respect to our rental facilities agreements and those of other OVA member clubs while guests in their facilities. To remain in only areas of our facilities we have permission to use.



SRVC Code of Conduct

Parents' Commitments

Parents of athletes of Smash Raiders Volleyball Club are expected to:

- Complete the OVA Respect in Sport course.
- Ensure their child (player) knows the scope of their commitment to the team prior to accepting a position on it.
- Ensure their child (player) is punctual (early) for practices and games.
- Ensure the availability of their child (player) to attend all tournaments unless the absence is approved with substantial notice.
- Provide early notification (if possible) of any practice absences.
- Demonstrate, at all times and in all situations, respect and support for the members of the team and its coaches, as well as the officials, opponents, and spectators encountered during competition.
- Voice positive support for the team during matches.
- Refrain from participating in any personal or electronic communication that is critical, derogatory, hateful or disrespectful toward any member of the team, the Club, or an opponent.
- Refrain from approaching a coach during a game or tournament to discuss player selection, playing time or strategy.
- Respect the right of the coaching staff to conduct practices as they see fit.
- Follow the Club protocol of directing all concerns to the parent rep., Club Executive or Technical Director.
- Observe the 24-hour rule before raising a concern during a tournament.
- Empower your child to communicate and address any concerns early by having them set a meeting with the coaches.
- Refrain from coaching your child from the sidelines during practices and matches.
- Have appropriate and adequate food and drinks available during tournaments.
- Ensure payment of any Club fees in a timely manner.

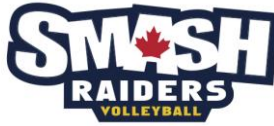
Please sign below to acknowledge your understanding of the SRVC Code of Conduct with regard to Athlete & Parental Commitments.

Athlete's Name (Print)

Date

Parent's Signature

Athlete's Signature



Playing Time Policy

A significant part of the coaches' role (and the most likely cause of conflict with parents and players) is the assignment of playing time. The following points reflect the parameters within which coaches at Smash Raiders Volleyball Club make decisions about how playing time is awarded:

- Each team in Smash Raiders Volleyball Club is committed to perform at the highest level possible.
- There is no equal-play policy in the Club, however, teams competing in OVA tournaments at the 16U (Trillium division) and younger age levels are subject to fair-play rules imposed by the OVA.
- Playing time is at the sole discretion of the coaching staff. Their goal is to achieve success for the team, and player selections will be made with that aim in mind and on the basis of a number of factors that continually change over the course of a set, match, and tournament. Factors determining how much playing time an athlete earns include:
 - State of technical skills.
 - Mentality and composure.
 - Interaction with others on the court.
 - Ability to execute the team's system.
 - Acknowledgement of work in practice.
 - Opportunity to gain experience from game play.
 - Situational factors (e.g. strength on serve).

Making good judgments about these factors is the most difficult job of the coaching staff.

Athletes and parents can help in the following ways:

- Athletes – engage in an on-going dialogue with the coaching staff to learn how to maximize your role with the team.
- Parents – support your children in their effort to self-advocate and take responsibility for their development as athletes.

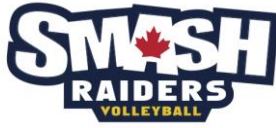
Please sign below to acknowledge your understanding of the SRVC philosophy regarding playing time.

Athlete's Name (Print)

Date

Athlete's Signature

Parent's Signature



Conflict Resolution Policy

Smash Raiders Volleyball Club is committed to achievement at the highest possible level. As a club that strives to develop winning teams at an elite level of competition, there will always be a risk of disagreement and even conflict among parents, athletes, and coaches. Our priority is to anticipate this risk and respond in a manner that leads to resolution and understanding should conflict arise. To this end, we ask that all parents acknowledge and follow the policy described below.

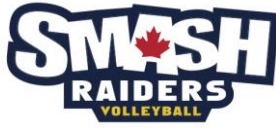
1. Smash Raiders Volleyball Club expects that all of its members, including all athletes and their parents, will behave in a manner that is respectful of others and conducive to effective discussion.
2. Conflict is best resolved through dialogue and communication; therefore, when a concern arises, contact with the parent rep (following the 24-hour cooling off period described below in #6) should be made to share the concern.
3. Keep the number of participants in the discussion to a minimum. Do not broadcast the dispute or enlist participation from others.
4. Do not attempt to resolve the dispute during practice time.
5. Do not approach the coaching staff with concerns about playing time. That is a conversation that should involve coaches and players only.
6. Observe a cooling-off period of 24-hours between the cause of the concern and the approach to the parent rep.
7. If they are not satisfied with the response of the parent rep, parents should contact the coach directly and arrange a meeting to discuss. The parent rep may be asked to be present at this meeting.
8. If still not satisfied with the response, contact shall be made with the Technical Director or a member of the club executive to discuss the matter.
9. In the event that a coach has an issue with a player or parent, he/she will advise the Technical Director and then initiate a private conversation. If no resolution is reached, a letter will be sent to the parent and copied to the SRVC Executive for review. The Executive committee will make a decision about the appropriate action to take.

I acknowledge that I have read and agree to the policy for conflict resolution described above.

Athlete's Name (Print)

Parent's Signature

Date



Communications/Media Release

Smash Raiders Volleyball Club uses images, videos and other non-sensitive information on its website, social media, and through other electronic means in order to publicize and celebrate the achievements of its athletes. Video is also used for tournament review, training and for recruitment purposes.

By signing below, you hereby agree to allow the Club to publish your child's name and image/video, and release the Club and its agents from any liability connected to the release of this information.

Athlete's Name (Print)

Parent's Signature

Date



Athlete Medical Information

Athlete Name: _____ DOB: _____

CURRENT EMERGENCY CONTACT INFORMATION

Home Tele. No. _____ Health Card No. _____

Mother's Name _____ Mother's Cell No. _____

Father's Name _____ Father's Cell No. _____

Emerg. Contact Name _____ Contact No. _____

MEDICAL INFORMATION

Note:

An annual medical examination is strongly recommended especially if there has been a recent illness/injury. Should the participant sustain an injury or contract an illness requiring medical attention during the competitive season it is the parent/guardian's responsibility to contact the coach with the information.

If the items below do not apply please indicate NOT APPLICABLE

1. If your daughter/ward wears a medic alert bracelet, neck chain or card:
Please specify what is written on it: _____
First aid procedures in case of incident: _____
2. If your child is allergic to any drugs, foods, and/or medication please specify:

3. If your child takes any prescription drugs routinely, please specify with details:

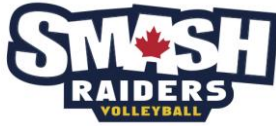
4. What medication(s) should the athlete have on hand during practice/games?

Who should administer the Medication? _____
5. Does your child require eyewear (lenses) to fully participate? Yes / No
6. Are there any other Medical/Physical conditions or information that may affect or limit participation that Club staff should be made aware?

MEDICAL SERVICES AUTHORIZATION (OPTIONAL SIGNATURE TO PARTICIPATE)

All reasonable efforts will be made by the Club to contact parents/guardians before any medical services are provided. In cases where contact is tried but not made I/we give consent to the Club to seek medical assistance to administer medical aid and care.

Signature of Parent/Guardian _____ **Date** _____



ACCIDENT INSURANCE PROGRAM

The Smash Raiders Volleyball Club (Club), as members of Ontario Volleyball Association (OVA), will endeavour to insure that all activities undertaken by the Club are within the coverage of the OVA insurance program. The Club's Executive will make available to all coaches, players, parents/guardians and the operators of the facilities used for the club functions the details of the OVA insurance program policy. For more information regarding the OVA Insurance Policy see the OVA website at <https://www.ontariovolleyball.org/clubs> Insurance Summary.

The Club does not recommend, approve or take any responsibility for individual players or teams who participate in events or activities not covered by the Club insurance program. Where and when a team is participating in an event that is not covered by the OVA insurance policy proof of additional coverage must be provided to and approved by the Club Executive and the OVA.

ELEMENTS OF RISK

All sport related activities involve certain elements of risk. Accidents may occur while participating in these activities, injuries may range from overuse injuries (sprains, and strains) to orthopedic injuries, ligament damage, fractures to even more serious injuries. These injuries result from the nature of the activity and can occur without any fault on either the part of the participant, the Club or the facilities in which the activity took place. By choosing to participate in the activity, you are acknowledging and assuming the risk of injury occurring. Carefully following the instructions from our Coaching staff at all times and being physically fit to participate in the various activities can reduce the chance of an injury/accident occurring.

***REQUIRED SIGNATURES FOR PARTICIPATION**

ACKNOWLEDGEMENT

I/we have read the above and understand that participating in the above activity we are assuming the risks associated with doing so.

Signature of Participant _____ **Date** _____

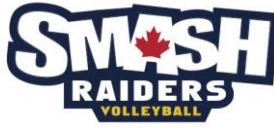
Signature of Parent/Guardian _____ **Date** _____

PERMISSION AND BEHAVIOUR AGREEMENT

I/we give permission for our child to participate as an athlete for the Smash Raiders Volleyball Club.

I/we agree to pay any damages that may be occasioned through the misconduct or carelessness of my daughter/ward to the person or property of any other party or parties.

Signature of Parent/Guardian _____ **Date** _____



Social Media Policy

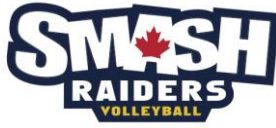
POLICY

The Smash Raiders Volleyball Club (SRVC) understands and respects an individual's right to freedom of speech. The purpose of this policy is to provide guidance for members' social media use, specifically regarding the direct discussion, reference or affiliation to the Smash Raiders Volleyball Club. Reference and affiliation, for the purposes of this policy refers but is not limited to, identification as a Smash Raider on social media sites, use of logo, photos, or videos, and/or the adornment of Smash Raiders Volleyball Club paraphernalia. Social media should be broadly understood for purposes of this policy to include social networking sites, websites, blogs, message boards, and other sites and services that permit users to share information with others in a contemporaneous manner.

PROCEDURES

The following principles apply to professional use of the website and social media on behalf of Smash Raiders Volleyball Club as well as personal use of social media when referencing or affiliating oneself with the Smash Raiders Volleyball Club.

- Members need to know and adhere to the Code of Conduct Athlete & Parent Commitments and SRVC Constitution, when using social media in reference to and when affiliating with the Smash Raiders Volleyball Club.
- Members should be aware of the effect their actions may have on their images, as well as Smash Raiders Volleyball Club's image. The information that members post or publish may be public information for a long time.
- Members should be aware that Smash Raiders Volleyball Club may observe content and information made available by members through social media. Members should use their best judgment in posting material that is neither inappropriate nor harmful to Smash Raiders Volleyball Club and its members. Members are responsible for any messages originating or replying from their phones or accounts.
- Although not an exclusive list, some specific examples of prohibited social media conduct include posting negative commentary about the SRVC or its members, content, or images that are defamatory, proprietary, or harassing.
- Members are not to publish, post or release any information that is considered confidential or not public. If there are questions about what is considered confidential, members should check with SRVC President.
- Social media networks, blogs and other types of online content sometimes generate press and media attention. Members should refer these inquiries to the SRVC Media Committee or President.



Social Media Policy (Continued)

- If Members find or encounter a situation while using social media that threatens to become antagonistic, members should disengage from the dialogue in a polite manner and seek the advice of the SRVC Media Committee or President.
- Members should get appropriate permission before you refer to or post images of current or former members, vendors or suppliers. Additionally, members should get appropriate permission to use a third party's copyrights, copyrighted material, trademarks, service marks or other intellectual property.
- Social media use should not interfere with member's responsibilities at the Smash Raiders Volleyball Club. Smash Raiders Volleyball Club's accounts are to be used for business purposes only. Individual(s) who create their own accounts using the SRVC name must allow administration and viewing by the SRVC Media Committee or President.
- If members publish content that is not representative of the Smash Raiders Volleyball Club's values and Code of Conduct, a disclaimer should be used, such as: "The postings on this site are my own and may not represent the Smash Raiders Volleyball Club's positions or opinions."
- It is highly recommended that members keep Smash Raiders Volleyball Club related social media accounts separate from personal accounts, if practical.

Remember that you are a representative of the Smash Raiders Volleyball Club at all times and that your actions reflect on all of us.

CONSEQUENCES

An individual who violates this policy may jeopardize their or their child's position on the team and club. Immediate action will be taken that may result in disciplinary measures, as outlined in the Code of Conduct (Athlete & Parent Commitment) and SRVC Constitution.

I have read and understood the SRVC Social Media Policy and Consequences.

Athlete's Name (Print)

Date

Athlete's Signature

Parent's Signature