

## HOA Recruiting Policy for 2020/2021 Season

The purpose HOA's recruiting policy (the "Recruiting Policy") is to eliminate the negative consequences that occur when teams begin communicating with players about the upcoming season before the player's current season is complete. This type of conduct is unfair to all involved and impairs the performance of HOA teams and players at important late season tournaments. The Recruiting Policy will allow players to enjoy their current season in its entirety by restricting all recruiting communications until the end of the season.

1. **Responsible Parties.** This Recruiting Policy applies to all registered players, parents, coaches, and club administrators, or anyone acting on their behalf (each referred to as a "Responsible Party" or collectively as "Responsible Parties").

Responsible Parties are required to comply with the Recruiting Policy and educate those they encounter about the Recruiting Policy. For example, Club administrators are responsible for communicating the Recruiting Policy to coaches and teams that operated under the Club; Coaches are responsible for communicating the Recruiting Policy to all player and family members associated with a team. Players are responsible for communicating HOA's Recruiting Policy to family members and friends.

2. **Recruiting Activities.** A "Recruiting Activities" involves any form of direct or indirect communication with an HOA member regarding the current or future team/club membership of the Member or any other member that occurs during the Restricted Period (defined below), *including but not limited to*, direct or indirect communications with ANY current player regarding a guaranteed spot on a team for next year's season, or an indication to a player that they do NOT have a spot on a team for next year's season before Junior Nationals or before a team's club season is complete.

3. **Reporting Obligations.** Players with direct knowledge of perceived Recruiting Activities violations involving them must report the incident through the HOA online reporting system. Anonymous or third-party reports are also not allowed. Reports by phone or email will NOT be accepted.

Disregard or failure to report first-hand knowledge of potentially improper Recruiting Activities may subject the player to sanctions for the actions of others, including but not limited to, parents, relatives or other persons.

4. **Permitted Recruiting Period Starts July 9th.** Each player has a Permitted Recruiting Period for Recruiting Activities which begins on July 9<sup>th</sup> of each year and remains open until a player commits to play on a particular team for the upcoming season in accordance with Paragraph 7 below.

During the Permitted Recruiting Period, a Responsible Party may contact any player to discuss plans or options for the upcoming season.

**The Only Exception to July 9th:** If a team does not qualify to attend Nationals, then the team that the player is registered with for the season, or the team's club, may communicate with the player about the upcoming season AFTER the team completes its last tournament of the current season. The communications *may* include a verbal offer to play for a particular team for the next season, however no acceptances are allowed until July 15<sup>th</sup> in accordance with paragraph 7. Stated differently, the ONLY recruiting allowed prior to July 9<sup>th</sup> is recruiting that occurs within a club and AFTER the player's team completes its last tournament of the season. Any communication that would require a player to *change* their current club affiliation remains restricted until July 9<sup>th</sup>.

5. **New Players.** If a player is not registered to play with a club or team for the current season ("Non-HOA Player"), then anyone may talk to the Non-HOA Player about the upcoming season, however, any tryouts, offers and/or acceptances must be accordance with Paragraph 7.

If it is unclear whether a player is a member of a HOA club or team during the current season, then it is permissible for a Responsible Party to ask the player if they are a current member of a HOA club or team. If the player confirms that they are a member of a HOA club or team for the current season, then any further Recruiting Activities must cease until the Permitted Recruiting Period begins.

6. **Extra Volleyball Activities.** During the current season, Responsible Parties may communicate with players who belong to another club IF the *sole purpose* of the communication is to create a team ("Multi-Club Team") to participate in a specific league or tournament ("Extra Volleyball Activities") that will occur during the current season.

When a Multi-Club Team is created for Extra Volleyball Activities, all communications about the players' current or future club/team membership unrelated to the Multi-Club Team remain subject to the restrictions against Recruiting Activities.

7. **Tryouts, Offers & Acceptance.**

**Tryouts.** Starting on July 9<sup>th</sup>, a club/team/coach ("Recruiting Entity") can conduct tryouts for the next season. The tryouts can be open-tryouts, invite-only tryouts and/or private tryouts involving any players.

**Offers.** Starting at 12:01 AM on July 9<sup>th</sup> and continuing until a team roster is complete, a Recruiting Entity may communicate a written (or electronic) offer to any player for a place on a specific team's roster.

Any offers conveyed between July 9<sup>th</sup> though July 15<sup>th</sup> must remain open for acceptance through 11:59 PM on July 15<sup>th</sup>.

HOA is not a party to the agreement between a player and a club. However, it is recommended that practice and tournament expectations as well as estimated costs be communicated with any offer so that the player can make a reasonably informed decision.

**Acceptance of Offers.** No offer or payments to the club can be accepted prior to 12:01 AM on July 15<sup>th</sup>. After this time, a player may accept an offer by communicating written (or electronic) acceptance to the Recruiting Entity that conveyed the offer.

8. **Deceptive and Dishonest Conduct.** The Recruiting Policy is intended to protect the interest of HOA players. Any activities that attempt to circumvent the intent of the Recruiting Policy will be subject to sanctions without warning. For example, special invitation Open Gyms are not allowed. Open gyms must be communicated via a website or social media at least 72 hrs in advance.

If a Responsible Party engages in conduct that might be viewed by others as an attempt to circumvent the intent of the Recruiting Policy, then HOA will fully investigate the matter and impose sanctions on ALL Responsible Parties involved as appropriate.

If you are considering an activity that is not specifically authorized under the Recruiting Policy or might be viewed by others as an attempt to circumvent the intent of the Recruiting Policy, then it is highly recommended that you contact HOA for pre-approval of the activity to avoid unexpected consequences.

9. **Violations and Sanctions.** HOA's investigation into improper Recruiting Activities, and determination as to whether violations have occurred, will be at the sole discretion of HOA Staff and Board of Directors based on the specificity and severity of the facts reported.

If HOA determines that Recruiting Activities occurred outside a player's Permitted Recruiting Period, then HOA will impose sanctions against all Responsible Parties involved. Sanctions may include monetary fines, team/player tournament suspensions, or revocation of HOA membership. HOA reserves the right to impose sanctions against HOA members based on actions of non-members if appropriate under the circumstances.

HOA reserves the right to impose any sanction(s) it deems appropriate under the circumstances. The following are examples intended only to illustrate the significance that HOA places in the enforcement of this Recruiting Policy.

### **Player Violation**

1st Violation

PLAYER IS PROHIBITED FROM PARTICIPATING IN ANY USAV OR HOA EVENTS FOR THE REMAINDER OF THE CURRENT SEASON AND THROUGH JANUARY OF THE UPCOMING SEASON.

NOTE: If the violation does not come to light until after the regular club season and the player is enrolled in the NEW club when the violation due process is completed, then that player may NOT participate in any USAV/HOA practice or tournament through January of the following season.

#### 2nd Violation

IMMEDIATE SUSPENSION OF USAV/HOA MEMBERSHIP AND SUSPENDED USAV/HOA MEMBERSHIP FOR THE FOLLOWING SEASON.

### **Coach Violation**

#### 1st Violation

THAT COACH WILL BE SUSPENDED FROM ALL COMPETITIONS AND PRACTICES FOR 45 DAYS FROM THE TIME THE VIOLATION IS VALIDATED. THEY WILL BE PUT ON PROBATION FOR THE REMAINDER OF THE CLUB SEASON (THIS COULD INCLUDE NOT PARTICIPATING IN JR NATIONALS IF THAT IS WITHIN THE 45 DAY WINDOW). IF THE VIOLATION DUE PROCESS IS COMPLETED AFTER THE CURRENT SEASON, THAT COACH WILL NOT BE PERMITTED TO PARTICIPATE IN ANY PRACTICES OR TOURNAMENTS IN DECEMBER AND JANUARY OF THE FOLLOWING SEASON.

#### 2nd Violation

IF ANY ADDITIONAL VIOLATIONS BY A COACH OR ANYONE LINKED TO THE COACH OCCURS REGARDING THESE RECRUITING RULES, THE COACH OR OTHER PERSON WILL NOT BE ALLOWED MEMBERSHIP IN USAV/HOA FOR THE ENTIRE FOLLOWING SEASON.