

NERVA Recruiting Policies and Q&A

Unwanted Contact or Harassment of Players:

Any player or parent has the right to stop the recruiting process at any time. The decision to do this does not need to be based on harassment alone. If a player or parent has made the decision to play for a particular club long before the beginning of the season and wishes not to be contacted by other clubs, they should convey that to any person contacting them about joining another club -- preferably in writing. At that time, the party who contacted the player is obligated to cease all contact. If the contact continues, by any agent of the club, the player or parent should contact the Club Director or the Juniors Commissioner. NERVA Juniors will gladly step in to protect its members from unwanted contact or harassment. However, the family or player must come forward with a written, formal complaint on which the region can take action. Verbal complaints are not sufficient to take any punitive action.

Recruiting Guidelines & Penalties:

1. Definition of Recruiting – To solicit players for the purpose of persuading them to tryout or play for a junior volleyball club. Solicitation can be performed by any of the following individuals: club directors, coaches, or anyone acting on behalf of a junior volleyball club.

a. **Acceptable Recruiting Methods** – The following methods are acceptable if initiated by a club representative: flyers, bulk e-mails, press releases, newspaper ads, or any printed material that is distributed to the masses. The following methods are acceptable *if initiated by the player or parent/guardian*: telephone calls or private meetings to discuss the clubs programs and offerings. Documentation should be kept on file by *the club* representative denoting all player-initiated contact in the event a recruiting violation is filed with the Region.

b. **Unacceptable Recruiting Methods** – Telephone calls or private meetings (either in-person or electronically) initiated by a club representative. In-person visits initiated by a club representative at a NERVA sanctioned practice or event other than to distribute written materials. Any one-on-one meetings between a club representative and a player. Verbal or written promises made by club representatives with regard to positions available or team placement. Verbal or written offers for full or partial scholarships to influence the decision making process.

2. Penalties – The following penalties will be imposed on any club representative that is found guilty (by an Juniors Executive Committee) of violating the recruiting guidelines above.

a. 1st Offense – \$500 fine and 1 year probation from the date of the offense.

b. 2nd Offense – \$1,000 fine and 1 year suspension of membership from the date of the offense.

c. 3rd Offense – Life time ban of membership with NERVA and notification to the National Office of USA Volleyball.

Definitions: **Club Representative**, any USAV adult member associated with a club.

Q. Who is responsible for communicating the NERVA Juniors Recruiting Policy to the staff of member clubs?

A. The Club Director is responsible for making sure that all staff members are aware of the NERVA Juniors recruiting rules.

Q. A player played for my club last year. Are there any restrictions on contact for this season?

A. No, you may communicate with them in person and via email unless they inform you that they will not be returning to your club. At that point you must cease communication with them.

Q. If a player has communicated (by any means) to Club A that they have committed to play for Club B, can Club A “check in” at any later time to see if the player might still have an interest in playing for Club A?

A. No contact is allowed with the player/parents once Club A has either been notified that the player will be playing with Club B or the player/parents have notified Club A that they are no longer interested in being recruited.

Q. Can a club representative approach a potential player/parent in person and suggest that they play for their club?

A. No, this is not allowable under NERVA recruiting rules.

Q. Can a club representative contact a potential player/parent in via email, text message, other electronic means (such as facebook or twitter) or postal mail and suggest that they play for their club?

A. No, this is considered individual contact.

Q. Can a club representative approach a high school coach and ask them to refer their player(s) to their club?

A. Yes, since there is no individual contact with a player/parent it is allowable.

Q. Can a club representative leave flyers by the door (or some other method of mass distribution not targeted to certain individuals)?

A. Yes.

Q. Can a club representative put flyers in the hands of individual at an event?

A. No, this is not considered “mass distribution” since each flyer is targeted to an individual.

Q. If a parent/player initiates contact can the club have telephone calls or private meetings with a prospective player/parent?

A. Yes, in that case private contact is allowed however the club should keep documentation in case a recruiting violation complaint is made.

Q. Can a club staff member wear a club logo'd shirt to a public event (for example, a high school volleyball game)?

A. Yes, absolutely. If a player/parent then approaches you then the contact is considered to have been initiated by the player/parent and conversations are allowed. The club staff member should attempt to keep notes at the time (in regards to dates, location and persons talked to). Those can be on paper or electronic (you could send yourself an email from your phone with the details). Notes are considered to be more reliable if made close to the date/time of contact vs. weeks later if contacted about a potential recruiting violation.

Q. May a club guarantee a player a spot on a certain team if they tryout?

A. No, a club representative is not allowed to say something like "If you try out for our club, we'll put you on our 18-1 team". It's also not acceptable to say "we have 3 spots available on our 16 National team, if you tryout you'll definitely get one of them". This also applies to coaches as well, so you may not promise a player that they will get a certain coach if they play for your club either (however you are allowed to specify which coach will be with which team).