



GREAT BAY VOLLEYBALL INC.
CLUB AFFILIATION POLICY

A Great Bay coach who also holds a high school coaching position (referred to herein after as a “dual duty coach”) shall not discourage any player from freely choosing a club to play for. Further, such a coach may not discourage players from choosing NOT to play at all during the winter season. A player who plays multiple sports at his or her high school should never be encouraged to abandon that endeavor for the sake of club sports but rather only if it is an attainable goal of the athlete to do both. For those athletes interested in club sports, a dual duty coach is required to make them aware of neighboring clubs* by providing contact information (website addresses, phone numbers or emails) for those clubs. The Director of Great Bay Volleyball shall provide this information to all current dual duty coaches. No coach in the Great Bay family shall discriminate** in any way against a player from another club while coaching for a high school program. Similarly, as club coaches we will embrace players from any high school program regardless of the club affiliation of its coaches. If it is suspected that a coach is in violation of this policy, we strongly encourage you to report the offending coach to both the director of their club and the athletic director of the school he or she coaches for; no matter what their club affiliation.

It is important we understand the difference between a high school coach making a legitimate coaching decision and discrimination against a player because of club affiliation. We realize that *all* coaches are under pressure to make decisions based on many factors including but not limited to; skill level, effort, coachability, enthusiasm and dedication. Because of this, benefit of the doubt will often go to the coach. Unless a coach is blatantly discriminatory about club affiliation it will be difficult to prove. However; derogatory or degrading remarks about other coaches or clubs should be reported as a conflict of interest, un-sportsmanship like and unprofessional. Our paramount concern is how we conduct ourselves as Great Bay coaches. We intend to set the benchmark for accountability. It is with that in mind that we are encouraging you to report any Great Bay dual duty coach who you suspect is disparaging or degrading another program or mistreating a player based on club affiliation. How we establish ourselves now will shape the future of our program.

Please join us in establishing a higher standard when it comes to Junior Olympic Volleyball. It is our hope that the integrity and spirit of all youth sports is honored and respected by everyone involved with Great Bay Volleyball.

*A neighboring club is defined as a club close enough in proximity to a school or township that it may be reasonably attended by a player.

**Discrimination based on club affiliation is defined as (but not limited to); refusing to fairly include a player in team activities (including sanctioned competition) based on club affiliation, disparaging or degrading a player or the club he or she plays for, limiting a players ability to contribute to his or her team based on club affiliation, threatening a player with penalty or sanction of any kind based on the their past, current or future choice of club.