



# **DME ACADEMY CLUB VOLLEYBALL HANDBOOK**

**2026-2027 SEASON**

**DME ACADEMY  
2441 BELLEVUE RD  
DAYTONA BEACH, FL 32118**

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## Welcome to DME Volleyball

Dear DME Families,

Welcome to another exciting season of DME Volleyball! Whether you are joining our family for the first time or returning for another year, I want to personally thank you for trusting us to be a part of your athlete's journey.

At DME Volleyball, we believe that success is about much more than wins and losses. While we are committed to building one of the premier volleyball programs in the country, our greatest responsibility is helping young athletes grow into confident, resilient, and disciplined individuals who are prepared for success both on and off the court.

Our vision is simple: **to be an elite-level volleyball program that develops elite-level people.**

Every practice, every tournament, every drill, and every challenge is an opportunity for growth. We will push our athletes to compete with passion, embrace adversity, and strive for excellence in everything they do. Growth doesn't happen inside our comfort zones. It happens when we face difficult situations, overcome obstacles, and learn to trust ourselves and our teammates.

Throughout the season, our coaching staff will challenge each athlete to raise their standards—not just as volleyball players, but as leaders, teammates, and young adults. We want our athletes to leave DME with greater confidence, stronger character, and the belief that they are capable of achieving more than they ever imagined.

While we will pursue excellence every day, we also believe this journey should be one our athletes truly enjoy. Volleyball has an incredible way of creating lifelong friendships, unforgettable memories, and lessons that extend far beyond the court. We encourage our athletes to embrace every practice, every competition, every victory, and every setback because each moment plays an important role in their development.

Our motto, **Doing More Every Day**, is more than a slogan; it is the standard we strive to live by. We ask our athletes to bring energy, effort, accountability, and a commitment to continuous improvement every single day. Small improvements made consistently over time lead to extraordinary results.

To our parents, thank you for partnering with us. Your encouragement, support, and trust are essential to creating an environment where athletes can thrive. Together, we will celebrate successes, navigate challenges, and help each athlete become the very best version of themselves.

I am incredibly excited for the season ahead. Let's compete with purpose, grow through every challenge, celebrate every milestone, and create memories that will last a lifetime.

Welcome to the DME Volleyball family.

**Melinda Lane**

Club Director  
DME Volleyball

## Why Choose DME Volleyball?

At DME Volleyball, our mission is simple: **develop athletes to reach their highest potential—both on and off the court.** We are committed to creating an elite training environment where athletes are challenged to compete, grow, and build the confidence to succeed in volleyball and in life.

### Player Development First

Everything we do is centered around athlete development. Our coaches focus on building strong fundamentals, improving volleyball IQ, developing athleticism, and creating confident competitors. Every practice is intentional, every drill has a purpose, and every athlete is challenged to improve every day.

### Premier Training Facilities

DME Volleyball offers one of the most complete training environments in the region, including:

- 8 Indoor Volleyball Courts
- 4 Beach Volleyball Courts
- State-of-the-Art Performance Training Center
- Training and recovery areas designed to maximize athlete development

Our athletes have the resources they need to train, compete, and prepare at the highest level.

### Experienced Coaching Staff

Our coaches bring years of playing and coaching experience and share one common philosophy: **develop people before players.** We are committed to providing consistent instruction, positive leadership, and a competitive environment where athletes are encouraged to push beyond their comfort zones.

### College Recruiting Support

For athletes with aspirations to play at the next level, DME provides recruiting education, guidance, and exposure. From assisting with building recruiting profiles to connecting with college coaches, we help families navigate the recruiting process with confidence.

### Building More Than Volleyball Players

Success is measured by more than wins and losses. Through competition, athletes develop confidence, resilience, accountability, leadership, and teamwork—qualities that prepare them for success far beyond the volleyball court.

### The DME Commitment

When you choose DME Volleyball, you're choosing a program dedicated to excellence in every aspect of the athlete's experience.

- ✓ Elite Player Development
- ✓ Premier Facilities
- ✓ Experienced Coaches
- ✓ College Recruiting Support
- ✓ A Competitive Culture That Builds Confident Young Adults

## Mission, Vision & Core Values

### Mission Statement

Within our world class facilities, DME provides high level instruction and competitive opportunities to advance athletic development for our student-athletes, while inspiring character and discipline to better our community.

### Vision Statement

Our vision is to produce a highly competitive program in a premier facility while providing the highest standard of integrity and respect.

### Our Culture

At DME Volleyball, we believe every athlete has the ability to grow beyond what they think is possible. Our responsibility is to provide the coaching, environment, and expectations that challenge athletes to compete with confidence, develop with purpose, and build habits that prepare them for success both on and off the court.

We don't measure success by wins alone. We measure it by the commitment to improve every day, the courage to embrace challenges, and the discipline to pursue excellence when no one is watching.

Our athletes are expected to compete, lead, learn, and represent DME with pride.

## Season at a Glance

| <b>Timeframe</b>              | <b>What's Happening</b>                                                                   |
|-------------------------------|-------------------------------------------------------------------------------------------|
| <b>July</b>                   | Club Tryouts, Order Uniforms                                                              |
| <b>August – October</b>       | Mini Club Season (Ages/Teams as applicable)                                               |
| <b>November-Late November</b> | Mandatory Parent Meeting, Team Practice Begins                                            |
| <b>December</b>               | Practices & Local Competition, Team Bonding Events,<br>Team Photos                        |
| <b>January-April</b>          | Tournament Season Begin                                                                   |
| <b>May</b>                    | End of Season Banquet                                                                     |
| <b>June</b>                   | AAU National Championships • USAV Girls Junior<br>National Championship (Qualified Teams) |

## Programs

### Development League

The DME Development League is the perfect introduction to volleyball for beginner and developing athletes. This 8-week program focuses on building strong fundamentals, improving confidence, and preparing players for the next level of competition.

- Ages: 8-15
- Season: offered in three 8-week sessions each year, beginning in October, January, and March.
- Practices: Mondays & Wednesdays
- Competition Schedule: Six intersquad games at DME Academy
- Membership Requirements: None
- Tuition: \$295
- Payment Plan: None

### Mini Club

Mini Club is designed for athletes who want to continue developing their skills in a competitive team environment before the full club season begins. This program is ideal for both returning players looking to prepare for the upcoming club season and new athletes interested in experiencing competitive volleyball. Teams will practice regularly and compete in local tournaments, providing valuable game experience while emphasizing skill development, teamwork, confidence, and a love for the game.

- Ages: 8-15
- Season: August - October
- Practices: Mondays & Wednesdays
- Competition Schedule: 4 One day tournaments within 85-mile radius
- Membership Requirements: AAU membership required
- Tuition: \$695
- Payment Plan: 3-month plan or 10-month plan when paired with full club season

## Volt Program

The Volt program is DME Academy's premier competitive club volleyball program designed for highly committed athletes who aspire to compete at the national level and play collegiate volleyball. Team placement is earned through the tryout process and is not guaranteed. Players train with experienced coaches in a demanding, player-focused environment that emphasizes technical development, volleyball IQ, mental toughness, and competitive excellence. Teams compete in local, regional, and national events based on their level of play. The program includes position-specific training, strength and performance development, and comprehensive college recruiting support, depending on age level.

- Ages: 8-18
- Season: November – June
  - Season end dates are approximate and may be extended if a team qualifies for additional postseason events, championships, or national tournaments.
- Practices: 2-3 times per week
- Competition Schedule: 8-12 tournament schedule/ AAU Nationals & USAV Nationals, if qualified
  - National and regional travel is required for select teams based on skill level and competitive division.
- Membership Requirements: AAU & USAV membership required
- Tuition: \$2,695 - \$4,495
- Payment Plan: 10-month payment plan

## Elite Program

The Elite program is designed for dedicated athletes who are committed to competing at a high level and continuing to develop their skills in a competitive club environment. Team placement is earned through the tryout process and is not guaranteed. Players train with experienced coaches in a structured, competitive environment that emphasizes technical development, volleyball IQ, and teamwork. While some athletes may pursue collegiate volleyball, the program is also ideal for players whose primary goal is to compete, improve, and enjoy the highest level of club volleyball. Our mission is to help every athlete maximize their potential while fostering confidence, discipline, and a lifelong passion for the game.

- Ages: 8-18
- Season: November – June
  - Season end dates are approximate and may be extended if a team qualifies for additional postseason events, championships, or national tournaments.
- Practices: 2 practices a week
- Competition Schedule: 8-12 tournament schedule,
  - National and regional travel is required for select teams based on skill level and competitive division.
- Membership Requirements: AAU & USAV membership required
- Tuition: \$2,395 - \$3,695
- Payment Plan: 10-month payment plan



## American Program

The American program is designed for athletes who want to continue developing their skills while competing in a structured and competitive team environment. Team placement is earned through the tryout process and is not guaranteed. Athletes are evaluated on skill, athletic ability, coachability, work ethic, attitude, and overall team fit. Players receive quality instruction from experienced coaches with an emphasis on fundamental skill development, game knowledge, and confidence. Teams compete primarily in local tournaments, providing meaningful competitive experience while balancing development and growth. This program is ideal for athletes looking to improve their skills, gain match experience, and prepare for higher levels of competition. Our goal is to help every athlete build a strong foundation, develop a love for the game, and reach their full potential.

- Ages: 8-18
- Season: November – April
- Practices: 2 practices a week
- Competition Schedule: 8-12 tournament schedule
  - Regional and local travel required.
- Membership Requirements: AAU & USAV membership required
- Tuition: \$1,995 - \$3,195
- Payment Plan: 10-month payment plan

## Volt, Elite, & American Program Tuition

| Program         | 11u     | 12u     | 13u     | 14u     | 15u     | 16u     | 17u     | 18u     |
|-----------------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>Volt</b>     | \$2,695 | \$3,195 | \$4,195 | \$4,195 | \$4,495 | \$4,495 | \$4,495 | \$4,495 |
| <b>Elite</b>    | \$2,395 | \$2,995 | \$3,495 | \$3,495 | \$3,695 | \$3,695 | \$3,695 | \$3,695 |
| <b>American</b> | \$1,995 | \$1,995 | \$3,195 | \$3,195 | \$3,195 | \$3,195 | \$3,195 | \$3,195 |

## Tryouts & Team Placement

All athletes interested in participating in DME Volleyball must attend the scheduled tryouts for their age group. Tryouts are held for all age divisions (8U–18U) and are used to evaluate athletes for placement on Volt, Elite, American teams. The primary tryout is held in late July, with a secondary tryout conducted in mid-October based on roster availability. A non-refundable tryout fee is required and covers participation in all scheduled tryout dates for the season.

### Selection Criteria

Team placement is based on a comprehensive evaluation by the coaching staff. Athletes are assessed on, but are not limited to, the following:

- Technical skill and volleyball fundamentals
- Athletic ability and overall potential
- Coachability and willingness to learn
- Work ethic and competitive mindset
- Teamwork, attitude, and communication
- Volleyball experience and positional needs

Final team placement is determined at the sole discretion of DME Volleyball. Athletes may be placed on the team and in the role that best supports both their individual development and the overall success of the team.

### Team Acceptance

Athletes selected for a team will be notified following tryouts. To secure their roster spot, families must accept the offer within 24 hours, submit the required initial deposit of \$500, order uniforms, and complete all required registration documents, including the Participation Agreement, Media Release, Medical Forms, and Handbook Acknowledgement.

### Playing Time

DME Volleyball is a development-focused program where families invest in quality coaching and training. While every athlete will receive instruction and opportunities to improve throughout the season, playing time is earned, not guaranteed. Tournament playing time is determined solely by the coaching staff based on factors including effort, attendance, attitude, performance in practice, team needs, and competitive situations. All playing time decisions are final and are not subject to negotiation.

### Season Commitment

Club volleyball is a full-season commitment. Athletes are expected to honor their commitment to their team from the beginning of the season through its conclusion. Athletes who do not fulfill their season commitment may jeopardize their eligibility for placement on Elite or higher-level teams in future seasons.

## Financial Information

Participation in DME Volleyball is a full-season financial commitment. By accepting a roster position, families agree to fulfill all financial obligations outlined in the Participation Agreement, regardless of playing time or personal scheduling conflicts.

### Club Fees

Club tuition covers the operational costs of the volleyball program, including but not limited to:

- Professional coaching and coach registration fees
- Practice facilities and court rental
- Two to three weekly team practices
- Tournament entry fees
- Volleyball equipment and training supplies
- Administrative and operational expenses
- Website and player exposure
- Coach and designated club staff travel expenses
- Recruiting support and resources (where applicable)
- Memberships with USAV, AAU, AVCA, and JVA
- Video and performance analysis platforms (e.g., Hudl, where applicable)

### Club tuition does not include:

- Athlete travel expenses
- Parent or athlete transportation
- Hotels and lodging
- Meals
- Personal spending
- Airline tickets or baggage fees
- Any additional travel-related expenses not specifically included in the team budget

All travel expenses for athletes and their families are the responsibility of the parent or guardian unless otherwise communicated by DME Volleyball.

### Payment Policy

Families are responsible for maintaining their payment schedule throughout the season. An Automated Clearing House (ACH) authorization form is the preferred payment method. Alternative payment arrangements must be approved by DME prior to the first scheduled payment.

Payments received after the due date are subject to a **\$35 late fee**. Athletes with past-due balances may not be permitted to practice, compete, or participate in team activities until their account is brought current.

## Club Release Policy

Requests to be released from DME Volleyball must be submitted in writing and are subject to the following terms:

### Requests Between August and November

- Families are responsible for the cost of all personalized or ordered apparel and equipment, including but not limited to uniforms, backpacks, shoes, and volleyballs, unless the items can be reassigned by the club.
- All deposits and payments made prior to the release request are non-refundable.

### Requests Between December and the End of the Season

- All club-issued equipment and apparel must be returned if requested by DME Volleyball.
- Families remain financially responsible for the full season tuition as outlined in the Participation Agreement, except in the case of a season-ending injury approved by club management.
- Families remain responsible for any contracted Stay-to-Play hotel obligations or other non-refundable travel commitments incurred on behalf of the athlete.

## National Qualifier Participation

Athletes who have competed for DME Volleyball in a USA Volleyball National Qualifier or Bid Qualifier event are subject to USA Volleyball transfer and release policies and may not be eligible to transfer to another club for the remainder of the season. Families should refer to the current USA Volleyball Girls Junior National Qualifier Manual for complete regulations.

## Refund Policy

All payments made to DME Volleyball are **non-refundable**. Please refer to your Participation Agreement and payment schedule for all financial obligations and due dates.

## Financial Disputes

Any financial or contractual dispute must be submitted in writing within **30 days** of the incident and will be reviewed by DME Volleyball management on a case-by-case basis. Supporting documentation should be included with all submissions.

Financial disputes should be emailed to [melinda.lane@dmeacademy.com](mailto:melinda.lane@dmeacademy.com).

## Athlete Expectations

At DME Volleyball, success is built on commitment, accountability, and a team-first mindset. We believe athletes reach their full potential by consistently working hard, giving maximum effort, and supporting one another on and off the court. Every athlete who accepts a roster position makes a commitment to their teammates, coaches, and the club. You cannot expect to receive 100% of the benefits of our program without being 100% committed to the process.

### Commitment & Accountability

Every DME athlete is expected to:

- Give maximum effort at every practice, tournament, and team activity.
- Demonstrate coachability, discipline, and a positive attitude.
- Respect teammates, opponents, coaches, officials, parents, and event staff.
- Represent DME Volleyball with integrity both on and off the court.
- Understand that individual choices impact the entire team.

### Attendance Expectations

Consistent attendance is essential to individual and team success. Attendance is recorded at every practice and tournament.

Athletes are expected to attend all scheduled practices and competitions. If an athlete knows they will miss a practice, they must notify their coach **as early as possible**. Notification does not automatically make an absence excused.

### Excused Absences

Excused absences may include:

- School-sponsored academic or athletic events
- Religious observances
- College visits
- Immediate family weddings
- Illness or injury
- Family emergencies

Whenever possible, athletes should provide at least **30 days' notice** for known absences.

Athletes who are injured or recovering from illness are encouraged to attend practice whenever appropriate. Observing practice, participating in team meetings, and supporting teammates remain valuable parts of the development process.

## Make-Up Practices

Athletes are permitted **two missed practices** during the season without penalty. Any additional missed practices, whether excused or unexcused, are expected to be made up with another DME team before or during the same week, pending approval from both coaches.

## Attendance Consequences

When practices are not made up before the next tournament, the athlete will sit the entire first day of the tournament.

Excessive absences may result in a meeting with the Club Director to evaluate the athlete's commitment and future participation in the program.

Playing time is earned through preparation, attendance, effort, and performance. Athletes who consistently invest in their development will be best prepared to contribute to their team's success.

## Practice Standards

Practice is where athletes earn opportunities to compete.

Athletes are expected to:

- Arrive **15 minutes early** and be ready to begin on time.
- Complete warm-ups and prepare equipment before practice begins.
- Give maximum effort throughout every drill.
- Help shag balls, set up, and clean up equipment.
- Respect teammates, coaches, facilities, and equipment.
- Eliminate horseplay and distractions during training.

Practices are generally closed to spectators to provide athletes with a focused training environment. Parent viewing opportunities may be scheduled throughout the season at the discretion of Club Management.

## Tournament Expectations

Athletes are expected to compete with professionalism and represent DME Volleyball with pride.

Athletes must:

- Arrive at the assigned court **at least one hour before** the first scheduled match unless instructed otherwise by their coach. Failure to arrive on time will result in sitting the entire 1st day of the tournament.
- Wear the designated DME travel apparel or team uniform while representing the club.
- Remain with the team until released by the coaching staff.
- Fulfill all officiating assignments as required by the tournament.
- Communicate any tournament absence directly to their coach as soon as possible.

Families are responsible for all athlete travel arrangements, transportation, lodging, meals, and other travel-related expenses unless otherwise communicated by the club.

### Social Media Expectations

Every athlete is an ambassador for DME Volleyball.

Athletes are expected to use social media responsibly and respectfully by:

- Promoting a positive image of themselves, their teammates, coaches, officials, opponents, and the club.
- Refraining from bullying, harassment, profanity, inappropriate language, or negative public comments.
- Avoiding the posting or sharing of photos, videos, or messages that damage the reputation of another individual or DME Volleyball.
- Understanding that online behavior is subject to the same standards as in-person conduct.

Inappropriate social media activity may result in disciplinary action.

### Athlete Conduct

DME athletes are expected to:

- Demonstrate sportsmanship at all times.
- Compete with honesty, humility, and respect.
- Maintain a drug-, alcohol-, tobacco-, and vape-free lifestyle while participating in club activities.
- Report injuries or medical concerns promptly to their coach.
- Follow all USA Volleyball (USAV), AAU, tournament, and club policies.
- Comply with additional expectations established by coaches and Club Management when necessary.

### Discipline

Failure to meet the expectations outlined in this handbook may result in disciplinary action, including reduced playing time, suspension, dismissal from the program, or other consequences deemed appropriate by DME Volleyball Club Management.

Participation in DME Volleyball is a privilege. We expect every athlete to pursue excellence, embrace accountability, support their teammates, and proudly represent the values of DME Volleyball both on and off the court.

## Parent Expectations

At DME Volleyball, we believe the strongest teams are built through a partnership between athletes, coaches, and families. Parents play a vital role in creating a positive, competitive, and supportive environment that allows every athlete to develop both on and off the court.

We ask every DME parent to support our mission by demonstrating respect, encouraging independence, and trusting the coaching process throughout the season.

## Parent Code of Conduct

As a DME Volleyball parent, I will:

- Support my athlete, their teammates, coaches, officials, and opponents with respect and good sportsmanship.
- Encourage effort, growth, resilience, and teamwork over wins, statistics, or playing time.
- Allow coaches to provide instruction and avoid coaching from the sidelines during practices and competitions.
- Model appropriate behavior by treating officials, tournament staff, opposing teams, and other families with courtesy and respect.
- Speak positively about DME Volleyball, its coaches, and its athletes in front of my child and on social media.
- Support my athlete in learning responsibility by allowing them to communicate directly with their coach whenever appropriate.
- Understand that adversity, disappointment, and challenges are valuable parts of athletic and personal development.
- Represent DME Volleyball with integrity at all times.

Parents who engage in unsportsmanlike conduct, harassment, abusive language, or behavior that negatively impacts the club environment may be asked to leave an event and may be subject to additional disciplinary action determined by Club Management.

## Parent Communication

Open, respectful communication is essential to a successful season.

### **Parents Can Expect Coaches To Provide**

- Team expectations and program philosophy
- Practice and tournament schedules
- Team rules and standards
- Athlete development and season goals
- Injury and participation procedures



## Coaches Expect Parents To

- Communicate scheduling conflicts as early as possible.
- Notify coaches of illnesses, injuries, or emergencies affecting participation.
- Support team policies and club decisions.
- Encourage athletes to communicate directly with their coach whenever appropriate.

## Appropriate Topics for Discussion

We welcome conversations regarding:

- Your athlete's development and progress
- Attendance concerns
- Health, safety, or medical issues
- Behavioral or academic concerns that may impact participation

The following topics are **not appropriate** for discussion with coaches:

- Playing time
- Lineups or starting positions
- Match strategy
- Other athletes or families
- Coaching decisions made during competition

Playing time and competitive decisions are the responsibility of the coaching staff and are made in the best interest of both the athlete's development and the team's success.

## Parent-Coach Communication Process

To promote respectful and productive communication, DME Volleyball follows the procedures below:

1. **24-Hour Rule:** Parents should wait at least 24 hours following a practice or competition before requesting a meeting regarding a concern.
2. Parents should never approach coaches immediately before, during, or immediately after practices or matches.
3. Athletes ages 13 and older are expected to communicate directly with their coach regarding questions or concerns before parent involvement.
4. If additional discussion is needed, a meeting may be scheduled with the athlete, parent, and coach.
5. If the matter remains unresolved, a meeting may be requested with the Club Director. The Club Director's decision is final.

## Tournament Expectations for Parents

Parents are expected to:

- Encourage all athletes with positive sportsmanship.
- Respect tournament officials and event staff.
- Refrain from coaching from the sidelines.
- Support tournament schedules and team logistics.
- Ensure athletes arrive on time and are prepared for competition.
- Arrange all athlete transportation, lodging, meals, and travel accommodations unless otherwise communicated by DME Volleyball.

## Social Media

Parents are expected to use social media responsibly. Public criticism of athletes, coaches, officials, other families, or DME Volleyball damages the culture we work hard to build and will not be tolerated.

Questions or concerns should always be addressed privately through the club's communication process rather than through social media or public forums.

## Our Commitment

At DME Volleyball, we believe that developing outstanding athletes begins with building outstanding people. By working together with trust, respect, and open communication, we create an environment where athletes are challenged, supported, and prepared for success both on and off the court.

Thank you for partnering with us in providing a first-class experience for every DME Volleyball athlete.

## Attendance Policy

Attendance is an essential part of the DME Volleyball experience. Every practice and tournament provides valuable opportunities for individual development, team chemistry, and competitive preparation. Athletes are expected to attend all scheduled practices, tournaments, team meetings, and club events.

Athletes should communicate any known conflicts with their coach as early as possible. Advance notice does not automatically make an absence excused. Excused absences may include illness, injury, mandatory school activities, religious observances, college visits, family emergencies or immediate family weddings.

Athletes who miss practice for an excused reason may be required to complete a make-up practice with another DME team, subject to coach approval.

**Unexcused absences are unacceptable.** An unexcused absence demonstrates a lack of commitment to the team and negatively impacts both individual and team development. Any athlete with an unexcused absence will be required to meet with the Club Director to discuss their commitment to the program. Repeated unexcused absences may result in reduced playing time, suspension from competition, or removal from the team.

Tournament attendance is mandatory. Any athlete who misses all or part of a tournament without prior approval from the Club Director will be subject to disciplinary action, including reduced playing time, suspension, or dismissal from the program.

Playing time is earned through consistent effort, preparation, coachability, and commitment. Attendance is an important factor in a coach's evaluation of an athlete's readiness to compete.

## DME Standard: Doing More Every Day

**Doing More Every Day (DME)** is more than our name—it's the standard by which we train, compete, and represent our program. We believe competitive excellence is achieved through daily discipline, consistent effort, accountability, and an unwavering commitment to improvement.

Every athlete who joins DME Volleyball accepts the challenge to pursue excellence on and off the court. Our goal is not simply to win matches, but to develop confident, disciplined, resilient young people who compete with integrity and represent DME with pride.

### Be Prepared

Preparation is a choice. Athletes are expected to arrive physically and mentally ready to train and compete.

#### **Athletes will:**

- Arrive on time and fully prepared to begin training at the scheduled start time.
- Wear all required DME practice or competition apparel as directed.
- Have shoes on, knee pads on, hair secured, water bottle filled, and all equipment ready before practice begins.
- Complete any athletic training or taping prior to the start of practice.
- Keep personal belongings organized in designated areas.
- Place cell phones in backpacks before entering practice or competition and leave them there until released by their coach. Phones may only be used with coach permission in emergency situations.
- Be mentally prepared to give maximum effort from the first whistle to the final point.

### Compete Every Day

Championship teams are built through consistent attendance, purposeful practice, and competitive training.

Practices and tournaments are mandatory team events. Athletes are expected to prioritize their commitment to DME Volleyball and understand that every missed opportunity affects both individual development and team success.

### Attendance Expectations

Excused absences include:

- Illness or injury
- Mandatory school-sponsored academic or athletic events
- Religious observances
- College visits
- Immediate family emergencies

Whenever possible, athletes should notify their coach in advance of any absence.

After two allowable missed practices, all additional missed practices must be made up with another DME team during the same week whenever possible and approved by both coaches.

Failure to complete a required make-up practice before the next tournament may result in the athlete sitting at least one set.

Athletes who miss any day of a tournament without approval may be required to sit one full match at the next tournament.

Attendance policies are not intended as punishment—they reinforce the value of commitment, preparation, and accountability to teammates.

### Injury Expectations

Athletes who are injured remain an important part of the team.

Whenever medically appropriate, injured athletes are expected to attend practices and contribute by:

- Observing instruction
- Assisting with drills
- Feeding or shagging volleyballs
- Keeping score
- Encouraging teammates

Medical restrictions should be communicated to the Head Coach with appropriate documentation when necessary.

### Respect the DME Brand

Every athlete represents DME Volleyball wherever they wear the club logo.

Athletes and families are expected to:

- Wear DME apparel professionally and with pride.
- Respect all facilities, equipment, hotels, tournament venues, and staff.
- Leave every practice and competition area cleaner than they found it.
- Refrain from creating or ordering apparel using the DME name or logo without prior approval from Club Management.

### Leave Better Than You Found It

Before leaving practice or competition, every athlete is responsible for helping clean the team area, collecting personal belongings, disposing of trash, and ensuring the court is ready for the next group.

Championship programs pay attention to the smallest details.

### The DME Commitment

Being a DME athlete means choosing to do more every day.

More effort.

More discipline.

More accountability.

More preparation.

More encouragement.

More commitment to your teammates.

Talent may earn opportunities, but daily habits create champions.

Our expectation is simple: **Give your best every day, compete with purpose, and leave the program better than you found it.**

**DME Volleyball reserves the right to modify handbook policies as necessary to best serve the athletes, families, and long-term success of the program.**

## SafeSport & Athlete Safety

### **SafeSport and MAAPP Frequently Reported Violations and Questions**

*The following content represents some of the highlights from both the U.S. Center for SafeSport Code (Code) and the Minor Athlete Abuse Prevention Policies (MAAPP). The undersigned acknowledges having read the Code and MAAPP in their entirety and understands how both are applicable. The Code and MAAPP may be accessed by clicking the links provided.*

#### **Consent**

- Consent is (a) informed (knowing), (b) voluntary (freely given), and (c) active (not passive). Consent must be demonstrated by clear words or actions, indicating that a person who is legally and functionally competent has indicated permission to engage in mutually agreed upon sexual activity.
- Consent to any one form of sexual activity does not automatically imply Consent for any other forms of sexual activity.
  - Previous relationships or prior Consent does not imply Consent to future sexual activity. ○ Once given, Consent can be withdrawn through clear words or actions.
  - Consent cannot be obtained:
    - (a) by force,
    - (b) by taking advantage of the Incapacitation of another, when the person initiating sexual activity knew or reasonably should have known that the other was Incapacitated,
    - (c) from someone who lacks legal capacity,
    - (d) when a Power Imbalance exists.

#### **Power Imbalance**

- A Power Imbalance may exist where, based on the totality of the circumstances, one person has supervisory, evaluative, or other authority over another.
- Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship (regardless of age) and is presumed to continue for Minor Athletes after the coach Athlete relationship terminates until the Athlete reaches 20 years of age.
- A Power Imbalance may exist, but is not presumed, when an Intimate Relationship existed before the sport including the period(s) of any sanctions imposed. (e.g., a relationship between two spouses or life partners that preceded the sport relationship).

#### **Prohibited Conduct**

- It is a violation of the Code for a Participant to engage in or tolerate:
  - (1) Prohibited Conduct, as outlined in the Code;
  - (2) any conduct that would violate any current or previous standards promulgated by the U.S. Center for SafeSport, an NGB, an LAO, or the USOPC that are analogous to Prohibited Conduct

- and that existed at the time of the alleged conduct; or
- (3) any conduct that would violate community standards analogous to Prohibited Conduct that existed at the time of the alleged conduct, including then applicable criminal or civil laws.
- Prohibited Conduct include:
  - A. Criminal Charges or Dispositions
  - B. Child Abuse
  - C. Sexual Misconduct
  - D. Emotional and Physical Misconduct, including Stalking, Bullying, Hazing, and Harassment
  - E. Aiding and Abetting
  - F. Misconduct Related to Reporting
  - G. Misconduct Related to the Center's Process
  - H. Other Inappropriate Conduct

I. Violation of Minor Athlete Abuse Prevention Policies / Proactive Policies.

### **Emotional and Physical Misconduct**

- It is a Code violation for a Participant to engage in emotional or physical misconduct, when that misconduct occurs within a context that is reasonably related to sport, which includes, without limitation:
  - 1. Emotional Misconduct
  - 2. Physical Misconduct
  - 3. Bullying Behaviors
  - 4. Hazing
  - 5. Harassment.

Emotional Misconduct Emotional Misconduct includes

- (a) Verbal Acts,
- (b) Physical Acts,
- (c) Acts that Deny Attention or Support,
- (d) Criminal Conduct, or
- (e) Stalking.

Emotional Misconduct is determined by the objective behaviors, not whether harm is intended or results from the behavior.

- a. Verbal Acts Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose.
- b. Physical Acts Repeated or severe physically aggressive behaviors, including but not limited to, throwing sport equipment, water bottles or chairs at or in the presence of others, punching walls, windows or other objects.
- c. Acts that Deny Attention or Support Ignoring or isolating a person for extended periods of time, including routinely or arbitrarily excluding a Participant from practice.
- d. Criminal Conduct Emotional Misconduct includes any act or conduct described as emotional abuse or misconduct under federal or state law (e.g., child abuse, child neglect).
- e. Stalking occurs when a person purposefully engages in a course of conduct directed at a specific person, and knows or should know, that the course of conduct would cause a reasonable person to
  - i. fear for their safety,
  - ii. the safety of a third person, or
  - iii. to experience substantial emotional distress.



“Course of conduct” means at least two or more acts, in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person’s property. “Substantial emotional distress” means significant mental suffering or anguish.

Stalking also includes “cyber-stalking,” wherein a person stalks another using electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact. f. Exclusion Emotional Misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improved Athlete performance. Emotional Misconduct also does not include conduct reasonably accepted as part of sport or conduct reasonably accepted as part of Participant’s participation.

### **Bullying**

Bullying Behavior Repeated or severe behavior(s) that are (a) aggressive (b) directed at a Minor, and (c) intended or likely to hurt, control, or diminish the Minor emotionally, physically or sexually. Bullying-like behaviors directed at adults are addressed under other forms of misconduct, such as Hazing or Harassment.

Examples of bullying behavior may include, without limitation, repeated or severe:

- a. Physical Hitting, pushing, punching, beating, biting, striking, kicking, strangling, slapping, spitting at, or throwing objects (such as sporting equipment) at another person.
- b. Verbal Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm.
- c. Social, including cyberbullying: Use of rumors or false statements about someone to diminish that person’s reputation; using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.
- d. Sexual Ridiculing or taunting that is sexual in nature or based on gender or sexual orientation (real or perceived), gender traits or behavior, or teasing someone about their looks or behavior as it relates to sexual attractiveness.
- e. Criminal Conduct Bullying Behavior includes any conduct described as bullying under federal or state law.
- f. Exclusion Conduct may not rise to the level of Bullying Behavior if it is merely rude (inadvertently saying or doing something hurtful), mean (purposefully saying or doing something hurtful, but not as part of a pattern of behavior), or arising from conflict or struggle between persons who perceive they have incompatible views or positions.
- g. Bullying does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved Athlete performance.

## **Reporting Misconduct**

An Adult Participant who fails to report actual or suspected Sexual Misconduct or Child Abuse to the Center and, when appropriate, to law enforcement may be subject to disciplinary action under the Center's resolution procedures and may also be subject to federal or state penalties.

- a. The obligation to report is broader than reporting a pending charge or criminal arrest of a 16 Participant; it requires reporting to the Center any conduct which, if true, would constitute Sexual Misconduct or Child Abuse. The obligation to report to the Center is an ongoing one and is not satisfied simply by making an initial report. The obligation includes reporting, on a timely basis, all information of which an Adult Participant becomes aware, including the names of witnesses, third-party reporters, and Claimants.
- b. The obligation to report includes personally identifying information of a potential Claimant to the extent known at the time of the report, as well as a duty to reasonably supplement the report as to identifying information learned at a later time.
- c. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Sexual Misconduct or Child Abuse. Participants making a good faith report are not required to prove the reports are true before reporting.

## **Electronic Communication**

### **1. Open and Transparent**

All one-on-one electronic communications between an Adult Participant and a Minor Athlete must be Open and Transparent except:

- a. When a Dual Relationship exists; or
  - i. When the Close-in-Age Exception applies; or
  - ii. If a Minor Athlete needs a Personal Care Assistant and:
  - iii. the Minor Athlete's parent/guardian has provided written consent to USA Volleyball, the Region or Club for the Adult Participant Personal Care Assistant to work with the Minor Athlete; and
  - iv. the Adult Participant Personal Care Assistant has complied with the Education & Training Policy; and
  - v. The Adult Participant Personal Care Assistant has complied with USA Volleyball's screening policy.
- b. Open and Transparent means that the Adult Participant copies or includes the Minor Athlete's parent/guardian, another adult family member of the Minor Athlete, or another Adult Participant.
- c. If a Minor Athlete communicates with the Adult Participant first, the Adult Participant must follow this policy if the Adult Participant responds.
- d. Only platforms that allow for Open and Transparent communication may be used to communicate with Minor Athletes.

## 2. Team Communication

When an Adult Participant communicates electronically to the entire team or any number of Minor Athletes on the team, the Adult Participant must copy or include another Adult Participant or the Minor Athletes' parents/guardians.

## 3. Content

All electronic communication originating from an Adult Participant(s) to a Minor Athlete(s) must be professional in nature unless an exception in (1)(a) exists.

## 4. Requests to discontinue

Parents/guardians may request in writing that USA Volleyball or an Adult Participant subject to this policy not contact their Minor Athlete through any form of electronic communication. USA Volleyball and the Adult Participant must abide by any request to discontinue, absent emergency circumstances.

## 5. Hours

Electronic communications must be sent only between the hours of 8:00 a.m. and 8:00 p.m. local time for the location of the Minor Athlete.

## 6. Social Media Connections

Adult Participants, except those with a Dual Relationship or who meet the Close-in-Age Exception, are not permitted to maintain private social media connections with Minor Athletes and must discontinue existing social media connections with Minor Athletes.