

# CEVA Recruitment Policy

[www.columbiaempirevolleyball.com](http://www.columbiaempirevolleyball.com)

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1. Definition of terms used within this policy are as follows:
  - Club Representative – Any coach, administrator, parent or player affiliated with a particular club.
  - Parent/Player Affiliated with a Club - Player or parent who is under contract with a club during that team's club season.
  - Club Contract – The Junior Registration form (submitted with the Team Coversheet by the Club Director) Signed by the Player and Parent.
  - Club Contract Timeframe – Unless a player makes a change during the open recruiting period, they are deemed to be under contract once the registration and fees are received by the CEVA till the end of the High School Season.
  - Player Release from Contract – A player is considered to be released from a Club Contract when:
    - The CEVA receives a written notification by the Club that a player has been released, **or**
    - The CEVA receives a notice the team has disbanded for the season **AND** the player is added to another clubs roster.
  - Open Recruiting Period – 2 Open Recruiting Periods are recognized:
    - Summer – From July 5th to the beginning of the High School Volleyball Season (OSAA/WIAA designated date) for 16's and 18's. September 1 for 12's and 14's.
    - Preseason – The Sunday following the latest Oregon/Washington State High School Tournament through the following Saturday for age groups 16U and 18U. The Sunday one week prior to the first Sunday in November for 12's and 14's.
  - Closed Recruiting Period – 2 Closed Recruiting Periods are recognized:
    - High School Season – Beginning of the High School Season as determined by the OSAA and WIAA to the end of the last High School State Volleyball tournament in Oregon or Washington.
    - Junior USAV Season – The Sunday marking the end of the 8 day Preseason Open Recruiting Period to July 5th.
    - 12's and 14's School Season – September 1<sup>st</sup> to the Sunday one week prior to the first Sunday in November.
  - Contact or Approach of a Player is defined as
    - Face to Face Meetings
    - Distribution of Flyers, Business Cards or other Mailings

8/12/09

Electronic Mail Messages

Telephone Calls

Information Distributed through a third party who is a representative of the Club.

2. No person or club currently registered with CEVA may promote, organize or run any camps, clinics or lessons during the one week open recruiting period before tryouts for each respective age group.
3. Club Representatives ***may not*** contact a player who is contracted with a different club during the Closed Recruiting Periods, unless the CEVA has been notified in writing of the players release.
4. Club representatives ***may*** contact their own contracted club players or players who were not registered with the CEVA during the Club Contracted Timeframe.
5. Club representatives ***may*** contact other club administrators and coaches during the Closed Recruiting Periods as long as they are not the parents of players contracted with another club.
6. Club representatives are ***allowed*** to refer any inquiries from players or parents contracted with another club to a Web Site or the CEVA Web Site for Information.
7. A player who has contracted with a club that has disbanded is still considered under contract unless the player is added to another club's roster. In that case, both clubs may consider the player as contracted for the purposes of this policy.
8. A player who quits a club and receives a signed release is allowed to be contacted after the CEVA receives the written documentation from the Club. ***Note: No player or parent of a player may contact another club prior to obtaining the written release from their contracted club.***
9. Any club representative having improper contact with a player or the parent of a player during the Closed Recruiting Periods will be considered at fault.

Reports of policy violations are to be made ***in writing*** to the CEVA Commissioner. Before the written complaint is filed, a phone call should be made to the CEVA office for an initial determination of whether or not the claim is valid. Upon receipt of said written complaint, the Commissioner will investigate the event with the player in question. If a violation appears to have taken place, the Commissioner will make a determination of whether or not sanctions are recommended.

Consequences for violations of the policy:

#### Self-Reported Violations

***1<sup>st</sup> Offense*** – Suspension of the coach from all coaching activities for a one (1) month period, dating from the date of the incident, or December 1<sup>st</sup>, whichever comes last.

2<sup>nd</sup> Offense – Suspension of the coach from all coaching activities for a two (2) month period, dating from the date of the incident, or December 1<sup>st</sup>, whichever comes last.

Non-Self Reported Violations

1<sup>st</sup> Offense – Suspension of the coach from all coaching activities for a two (2) month period, dating from the date of the incident, or December 1<sup>st</sup>, whichever comes last.

2<sup>nd</sup> Offense – Suspension of the coach for the rest of the current Junior USAV season.

Any and all sanctions may be appealed to the Policy and Appeals Committee.