

PIONEER REGION

2022-2023 Handbook

Pioneer Region WEBSITE

www.PIONEERVb.com

USA Volleyball WEBSITE

<https://usavolleyball.org>

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INTRODUCTION

USA Volleyball is the National Governing Body for Volleyball, as authorized by the United States Olympic Committee, consistent with the Amateur Sports Act of 1978, and is the recognized National Federation to the Federation International de Volleyball (FIVB). The Pioneer Region is a liaison to USA Volleyball (USAV) and is designed to foster and conduct area, state, regional, and national amateur volleyball competition.

The United States Volleyball Association is the governing body for competitive volleyball in the United States. In 1981, it made a commitment to provide opportunities for young players to play outside of their school programs and in 1981 created a division of the USA exclusively devoted to Youth and Junior Olympic Volleyball Development. The USAV states that Junior Olympic Volleyball Programs represented "...the future of volleyball in the U.S. The Junior Program was created to serve as a major building block for scholastic, collegiate, recreational and club play throughout the country."

The purpose of the USA Junior Olympic Volleyball Program is to offer youths the opportunity to become involved in a wholesome and beneficial athletic activity, which they can pursue at various skill levels. In many cases it is a chance for all athletes to receive high quality instruction in skills development and team strategy. The program is a co-educational system that emphasizes instruction through the fun of participation. It is a progressive skills program, based on the physical development of young volleyball players by age group.

Junior Program athletes have been so successful that most NCAA Division I, II, and III coaches recruit exclusively from the Junior Program ranks. The reason for this is simple. Coaches can see many solid prospects in a single day at a Junior Tournament, while it is difficult to see more than one prospect a day during the high school season. This becomes even truer with the NCAA rules governing the number of times a collegiate coach can contact or observe in person a given player.

Junior Volleyball is not only for the college bound athlete. Many athletes play to improve their skills in order to make their high school or top-level grade school teams. Junior Volleyball allows players of all skills levels to learn, improve, and progress at a pace they can achieve.

Welcome to the Pioneer Region of USA Volleyball. The birth of the Pioneer Region began with a vote at the 1996 USAV Open Championships to create from a portion of the Ohio Valley Region, the Pioneer Sub-Region. The new Pioneer Sub-Region consisted of the state of Kentucky, and any teams or individuals from the southwestern counties of Ohio within the 513 area code which wished to join the new Sub-Region. Ron Kordes took on the job of being the first Commissioner. The status to become a full region was evaluated by the other 34 voting Regions in May 1997 at the USAV Open Championships in Kansas City and the new Pioneer Region was born.

The region has put this handbook together to help you become a successful program. Please read the information and jot down any questions you may have. Many times, most of your questions can be answered by the USA Volleyball website or the Pioneer Region website. Familiarize yourself with the sites and what is offered so as the season progresses you can refer to them for information. Do refer to them on a regular basis as they offer valuable information about National tournaments and other volleyball related activities. Try to use these sites to answer any questions you may have.

You also may find answers in this handbook. If not, you may contact Commissioner Ron Kordes, or Assistant Commissioner/Registrar, Nancy Funk. Their contact information can be found on the front of this handbook or on the Pioneer Region Website – www.PioneerVB.com.

Any forms referred to in this handbook can be downloaded from the Pioneer Region website.
Important Web Sites

USA Volleyball - <https://usavolleyball.org>

Pioneer Region - www.PioneerVB.com

Pioneer Region Mission

The Pioneer Region is a liaison of USA Volleyball and is designated to foster and conduct area, state, region and national amateur volleyball competition.

Registration/Membership

The Pioneer Region uses the USAV registration system (Sports Engine). Sports Engine is free. Sport Engine offers upgrades to clubs for the Sport Engine system...YOU ARE NOT REQUIRED TO MAKE ANY PURCHASE FROM SPORT ENGINE AS A CLUB TO PARTICIPATE!

Go to the Pioneer Region website www.PioneerVB.com. On the home page you will click on the 'Membership /Registration' tab. Then choose your membership -Adult (18 and over) or Junior (17 below) - to apply. The membership will be complete when full payment is received by the region.

All members must accept online, the Membership Agreement, Waiver and Release of Liability, and Code of Conduct when they register.

Depending on your membership role there may be other forms to be accepted.

They are no membership or background screening fee refunds.

Players, coaches, team representatives, chaperons, club directors, tournament directors, trainers, Board members, Officials and/or anyone actively involved with USA Volleyball clubs must register with the Pioneer Region/USA Volleyball prior to participation in a USA Volleyball sanctioned event. All adults involved with juniors are required to have a USAV background screening and take the USOPC Safe Sport training course every season. Coaches must have completed IMPACT training online. This is required for insurance coverage.

Memberships expire on August 31 each season.

Every member must apply for membership at the beginning of each season.

There are **NO** team fees

Junior Coaches, Officials, adult associated with juniors	\$50.00
Junior Player	\$50.00
Junior Try-out membership	\$10.00(deducted from \$50 total fee if upgrade)
Adult Player only	\$30.00
<u>One-Event</u> Player/Official/Special (call registrar)	\$30.00
Background Screening	\$14.00
Beach/outdoor summer player(May-Aug)	\$15.00
Clinic, League (call registrar)	\$15.00

There is a special membership for insurance coverage if your club wishes to have a young players training clinic. This will give you insurance for the facility and the participant. Contact Nancy Funk – nfunk@twc.com - for details if you are interested.

All required forms are completed and signed by each adult individual and a parent/guardian for a junior player. The forms include:

1. Waiver & liability
2. Code of ethics
3. Acknowledgement Use Agreement
4. Adults associated with juniors will do a separate background screening for \$14.00
5. Officials accept the Independent Contractor Agreement.
6. Parents accept 'Parent Information Form'
 - a. For each Junior participant, a parent (or legal guardian) **MUST** enter the required information on-line, or on the paper waiver to complete the junior membership application.
 - b. Each adult must complete their own application on-line or paper waiver.
 - c. Each individual is only required to pay one membership fee; the higher of membership fees; even if serving in more than one capacity (ex; coach and official)
 - d. If your team desires to add any players or coaches during the season, that individual must complete all necessary information and make payment **before they participate. Failure to do so could SUSPEND your team for the season and void all insurance coverage.** If the individual is an adult participating with a junior club the member must also complete a background screening and Safe Sport certification prior to participation. Coaches must also have Impact certification.
 - e. Players may not change clubs after signing a club contract for the upcoming season. There may be extreme instances in which a change of clubs will be allowed. This will only occur with the agreement of both club directors and the Pioneer Region. A player may be registered with only one club at any time. Coaches may coach for multiple clubs with all involved clubs' agreement.
 - f. The upgrade membership registration fee is \$40.00 per person for juniors. The \$10 tryout fee is deducted from the full \$50 membership fee. Clubs pay the upgrade fees for the players associated with their club. The Club Director sends the upgrade fees,
 1. A team roster (last name, first name and DOB) of all junior players the club is paying for.
 2. One club check made out to "Pioneer Region" for the full amount due for all players. Coaches and all adults pay online for their memberships and background screenings. There are no fee refunds.
 3. Send a list of all coach's names and their DOB so they can be added to the team rosters.

Mail to:
Nancy Funk
Pioneer Region Registrar
7906 Ferndale Rd.
Louisville, KY 40291

***Have each player make their check out to the club.
The club then sends one check to the region registrar.***

***** PLEASE do not mail rosters and checks with receipt requested or signature required.**

Club Activation

If you are starting a new club in the Pioneer Region

Contact the Pioneer Region registrar – at Nfunk@twc.com or 502-239-1818

1. Click or copy the link below to take you to the new club activation site.
[Welcome | 2021-2022 Pioneer Region - Club Information Form | Pioneer Region Volleyball \(sportngin.com\)](#)

Fill out the form.

This will give Pioneer Region the needed information to approve your new club so it can be set up in the system.

2. Once your club is set up in Sport Engine, the region will require access to your club site in Sports Engine to assist with rosters and club registration.
3. The club director will receive all Pioneer Region correspondence for the club.
4. Sports Engine will contact you at some point. **BE AWARE** they will try to sell you a website option. You **ARE NOT REQUIRED** to purchase anything. The basic registration site is free.

Player Debt

Any player, with a signed club contract who does not fulfill their season financial obligation to a club, may be reported prior to the beginning of the next registration season to the Pioneer Region registrar by the club director.

Clubs reporting players leaving a financial obligation, assist in keeping players from traveling club to club owing a debt.

Any player reported for non-payment of fees during a season could be placed on 'region hold' and could possibly, not be registered for the next season until a settlement/agreement is reached with the previous club.

All contracts are between the player/parent/guardian and the club, not with the Pioneer Region.

*Region due process is available to all members.

Background Screening

USA Volleyball and the USOPC has mandated all adults who work with junior participants must undergo a background screening. Every adult associated with juniors must have a USA Volleyball background screening completed every season. No other background screening is acceptable. Refer to the Pioneer Region Website under 'Information' tab "Background Screening" to help answer any questions.

The background screening form must be completed by all club directors, coaches (head & assistants) chaperones, officials, trainers, tournament directors and any adult who will have direct contact with junior participants. The cost for screening each season is \$14.00 (paid online to the screening company). The background screening form is completed online through the Sport Engine registration system.

A junior club coach under 18 may not have a background screening completed due to their age. If and when they turn 18 during the season, they have 30 days to complete the screening process. This falls on the coach and club director to see this is completed. At this time, they will also need to make a new profile in Sports Engine under their own name using a new email that is their own. Contact the registrar NFunk@twc.com for assistance.

Adults connected to a junior team/club cannot be added to a junior roster until the background screening is returned as cleared. Anyone refusing a background screening may not participate with junior athletes. Allow 2 weeks for the background screening to be completed. All information will be strictly confidential.

Notification of disqualification/failed (no specifics) will be provided to the Club Director, USA Volleyball national office and the regional registrar. Each disqualified applicant will be contacted personally by the screening company and provided due process. The Pioneer Region registrar will contact the Club Director to insure this information is passed to the club.

Any adult reported as disqualified, by the background screening company, may not be registered with a junior club or work with juniors in USA Volleyball. Club Directors have ultimate responsible to see that all adults working with their club are registered, have a cleared background screening and if disqualified that the disqualified adult is not working with, or have contact with their junior club members.

We must all remember that this is for the safety of the junior participants.

Safe Sport

Safe Sport is a program required by the USOPC (United States Olympic and Paralympic Committee) of all NGB's. It is an online education program that must be completed every year by all members 18 or older...this does include players. In Pioneer Region all coaches or junior staff members, even under 18 years of age, must complete the Safe Sport training.

The coursework is delivered through the USAV Academy. Accessing the course through the USAV Academy is critical to tracking certification and expiration dates. Please access the course exclusively through the USAV Academy (not the USOC SafeSport website). To register for SafeSport training:

1. Login at [My.SportsEngine.com](https://my.sportsengine.com)
2. On the left-hand side of the page, click the **Household** tab.
3. Click on "View Profile" in the box with your initials
4. On the right side of the page, at the bottom of the box click **View Details**.
5. Next to *SafeSport Certification*, click **Complete Certification/Training**.
 - NOTE: SafeSport certification button will read based upon the actual credential needed (ex. Complete Core Training)

If the issue is that a member cannot locate or does not have a SafeSport course launch button in their SportsEngine record, send an email to usavhelp@sportsengine.com.

If the member is experiencing technical issues in the SafeSport course itself, send an email to help.desk@safesport.org.

Minor Athlete Abuse Prevention Policies (MAAPP).

These policies outline training requirements and limit one-on-one interactions with minor athletes. The policies became effective June 23, 2019.

MAAPP Summary

The goal of Minor Athlete Abuse Prevention Policies is to limit one-on-one interactions with minor athletes-- interactions with minors should be observable and interruptible. Any violation of MAAPP is reportable.

The policy covers six areas:

- Limiting one-on-one interactions, including meetings and individual training sessions
- Massages and rubdowns/athlete training modalities
- Locker rooms and changing areas
- Social media and electronic communication
- Local travel
- Team travel

Information regarding MAAPP can be found <https://usavolleyball.org/safesport/maapp/>

Try outs Junior Girls

Specific Try –out dates are published each season by the region office

General dates are:

1. For High school age (15-19) girl’s grades 9 – 12 the Sunday of the Kentucky High School State Volleyball Championship weekend is the first day of try-outs. 2022-23 season only 15 and over will begin on Saturday of the KHSAA State Championship.
2. Players (14 and under) try outs are the Saturday two weeks prior to the Kentucky High School State Volleyball Championships.
3. All states have high school eligibility rules. Clubs having tryouts that involve players from surrounding states must ensure they abide by all eligibility rules for those states.
4. If clubs have try-outs in facilities outside the state of Kentucky borders it is the club director’s responsibility to ensure they are not breaking rules of the region where the facility is located.

Junior Boys

The season will begin on September 1st, just as the USAV season begins.

Boy’s have a split season due to boy’s high school volleyball scheduled during the spring in most states.

When a male player signs a contract with a club on or after September 1st, the player is obligated to that club until the completion of the USAV Boys Junior National Championships in July.

If a player would like to change clubs during the split season and they are in good standing with their current club financially, the change could be granted with permission of both club directors and Pioneer Region. Any change must be requested in writing to the Pioneer Region registrar.

High School Boys

To grow the sport of volleyball for our male athletes, many of the Kentucky State High Schools are beginning to offer a boy’s program in the Spring as a club sport. Pioneer Region is offering a reduced fee to help cover insurance expenses for the groups. Any questions. Contact Nancy Funk nfunk@twc.com.

Kentucky High School Dead Period

Copied from KHSAA By-laws -By-law 24 – any questions concerning KHSAA rules that may affect your junior athletes - contact Butch Cope at the KHSAA for clarification.

Summer Dead Period

From June 25 to July 9 (inclusive) each year:

(1) Students may not receive coaching or training from school personnel (either salaried or non-salaried) in any KHSAA-sanctioned sport or sport-activity;

The following restrictions are in place for all coaches, paid or unpaid, head or assistant:

(1) No coach may coach a student-athlete in any setting if that student-athlete has previously represented the high school (varsity, junior varsity or freshmen) and if sports specific skills are being taught, refined, developed or evaluated;

2) No coach in a sport at a school may coach other individuals who are enrolled in grades 9-12 but may not have yet played for the school;

(3) A coach may not pay the entry fee for a team into a league, camp or tournament;

(4) Other necessary fees including officiating fees and game or facility management fees may not be paid by the coach;

5) A coach may not provide transportation or funding for transportation for team members to go to games, camps, tournaments, or any other type of play;

6) No member of the coaching staff may assist in making game-like preparations for the school facility including but not limited to, baseline marking, outfield line marking, batter's box marking, maintenance of the mound and base cut-outs, or the use of school facilities or equipment for such setup. This does not preclude the coaching staff or others participating in nonsports specific off-season turf or other facility maintenance;

(7) No fund-raising activity may be held during the period would require the student-athlete and the coach to be present. These activities are inherently or specifically mandatory for the student-athletes and may not be held during the dead period. Simply stating that something is not mandatory does not in and of itself make the activity legal. Even if an activity is totally optional, it is No for the coach(es) and student-athletes to be together during this period;

8) There can be no coaching of athletes in a particular sport by coaches from the same school who coach in another sport. Coaching, for the purposes of the Dead Period, is defined as any time the athletes are participating in that coach's sport in a setting in which skills are taught, refined, practiced or evaluated. Attendance at a scrimmage or contest is included in the definition of coaching. This coaching restriction includes all members of the athletic coaching staff, paid or unpaid. This restriction prohibits the delegation or assignment of activities by any member of the coaching staff to other individuals, including student-athletes who may or may not be participating. All coaching restrictions are in place whether the activity is conducted within, or outside of the school. The coaching prohibition is on the institution, not the individual;

(9) There can be no observation of student-athletes who are enrolled at the coach's high school, even if such observation is in conjunction with outside employment such as camps, leagues or clinics. The only exception is detailed in the allowable activities concerning the observation (including transportation) of the coach's children (blood or by marriage) who are on the playing roster and actively participating on the regular high school team at a member school; and

(10) There may be no formal or informal communication between a coach and any member of the team during this period, including telephone, email, other electronic means or in person contact if the communication relates in any way to participation. This restriction includes upcoming meetings, plans, motivational contact or any other contact during this period.

Recruitment

The open contact period for the Pioneer Region begins after the USA Volleyball Junior National Championships come to conclusion each season. (Usually during the first week of July). After the last day of competition at the USAV Junior Nationals any player, no matter of club affiliation, may be solicited to join a club. Prior to that date no club directors, coaches or anyone, including parents, acting on behalf of a junior club are to contact players that do not currently belong to their club.

Invitations

A club may invite players back to play the next season from their own club prior to the open recruitment date.

Invitations to players outside your club must be during the OPEN CONTACT period only!

Players may accept an invitation position by signing an acceptance letter (not a contract) with their current club prior to the open recruitment period and giving a reasonable non-refundable deposit, this option is only available to current club players not to players from other clubs.

Contracts

The first day players are allowed to sign a contract and give a non-refundable deposit for the next season is two full days following the last day of competition at the USAV Junior Nationals. Once a player signs a contract with a club for the upcoming season the player may no longer be actively recruited.

Players become legally attached to a club for the upcoming season on receipt by the club director of the contract signed by the parent/guardian. The date on the signed contract will be the date used as acceptance. Once a contract is signed and returned, the player should not be talking with or trying out with another club. This is the player/parent responsibility and not the clubs. Parents/players will be given a minimum of 48 hours to accept or decline a contract.

Club Directors/coaches...do not interfere with high school teams/coaches during their season of play. Anything that high schools feel as interference with their players could find the state high school associations passing stricter rules concerning club volleyball.

The development of new junior clubs is highly encouraged, and assistance will be provided. The Region will take action to preclude any unethical practices by a club. Additionally, clubs must take every precaution and are responsible to ensure compliance with existing USAV and respective state high school eligibility rules for all junior participants.

Team Age Requirements

USA Volleyball Junior teams are divided according to player age.
(See the Junior *Age Definitions* on Pioneer Region website)

In most age levels, competition is divided into Open and numerous other divisions to promote play. The Open division is for the elite, highly skilled teams. Some tournaments will offer an Open, plus other divisions giving your club team the ability to play teams of the same abilities, while some tournaments are not divided into divisions so are open to all teams that wish to compete. Most new clubs will usually not want to compete in the open division.

USAV at the National level offers Open, National, USA, Liberty, American, Freedom and Patriot divisions.

Players may compete on teams with older players...for example a 14-year-old may play on a 16-year-old team since he/she is younger than the 16U age limit. A 16-year-old may not compete on a 14-year-old team; he/she is older than the age limit.

All members of the team must meet the age requirements. There are cases a grade waiver may be granted for a player to compete in regional events – *never* may a waiver be granted for competition in any National event. Contact Nancy Funk – NFunk@twc.com if any information is needed. (See Pioneer Region website for waiver request form under the 'Information' tab)

It is highly suggested club directors have all junior participants submit a photocopy of their birth certificate if the team plans to participate in any National event. This should be kept on file by the Club Director, in case a question arises about a participant's legal age.

USA VOLLEYBALL AGE FALSIFICATION POLICY

(Adopted by USA Volleyball Board of Directors, January 19, 2002)

For all USA Volleyball corporate events, any person who alters any document that certifies the age of a participant, or falsifies any statement which lists the age of a participant, will be sanctioned as follows:

Any team representative, coach, program director or responsible adult found to be a party to such action shall:

1. Be immediately suspended from registration with USA Volleyball and barred from further participation in the event; and
2. Be barred from participation in any USA Corporate events in any capacity, for a minimum of two (2) years; and
3. Have a minimum probation of one additional year, to run consecutively to the suspension.

A junior player who knowingly plays in a lower age classification than he or she is actually eligible for, or an adult player who knowingly plays in a higher age classification than he or she is actually eligible for shall:

1. Be immediately suspended from registration with USA Volleyball and barred from further participation in the event; and
2. Be barred from participation in any USA Corporate events in any capacity, for a minimum of two (2) years; and
3. Have a minimum probation of one additional year, to run consecutively to the suspension.

When discovered and confirmed during an event, these penalties shall be the required minimum penalty imposed by the Event Arbitrator or the Event Ethics and Eligibility Appeals Committee.

The Event Arbitrator or the Event Ethics and Eligibility Appeals Committee may recommend a more severe penalty. The Event Arbitrator or the Event Ethics and Eligibility Appeals Committee shall file a report of any age violation with the Corporation's Ethics and Eligibility Committee and with the registering Member Organization with its recommendation.

CLUBS

Teams are encouraged to “club” together – merge resources from several teams - to provide additional opportunities for play. This can also prevent a team from forfeiting or withdrawing from a tournament after registration due to a lack of players. The Pioneer Region allows players to move from team to team within a club, if they meet all age requirements. Waiver players may not move teams.

Due to the limited number of adult players in the Pioneer Region, adult men and women are all considered to be one “club”.

Clubs must have one contact listed for region contact. This is the club director or team representative for adults to be the contact for information from the region as necessary.

Team code Director Online access

Each club director has access to the online Sports Engine and USAV Governing season for their club. Each season to continue access to the USAV Governing season the Club Director must have their season membership paid, have a current background screening and Safe Sport Certification. With this access the club director can download information about their clubs’ members.

Club Directors will:

1. Have access to their club information on-line.
2. Be required to go online to form their team rosters.
3. Be able to print a roster for each team registered
 - A. Each Club has a unique 5 letter code given by the region to be used to identify their club
 - B. Use this code in the AES and other tournament systems
 - C. Each team has a unique **11-digit code** identifier. When you enter a tournament this is the code you enter on your entry form.

G 17 YOUCL 1 PR

What does each digit mean?

Team Gender G = Girls B = Boys

Age division = in the example above 17 = 17 & under

Club code = your unique 5-letter Club code, example “YOUCL”

Team # - this is the number 1 team in the club in this age division -if the club has a second team in the same age division it would be the number 2

Pioneer Region = PR for your home region

4. Member # - This is the players unique USAV 7-digit membership number that will go on the roster that you send into a tournament.

As club director keep a copy of the roster and give one to the team coach for reference.

You may attach the Sports Engine roster to any tournament entry forms to show all the information about your team that is needed by tournament directors.

Most tournaments you will register online in one of the tournament registration systems. In this area most tournament use AES. You will need to make an AES account.

Parent Information Form

The Parent Information form is read by the parent/guardian during registration. The parent/guardian accepts this form online when registering their junior player. The form may be included as part of the contract that you club has the parent/guardian sign for the player participation.

Part of the information included is to inform the parent that all debt should be paid to the club prior to the next season registration.

Form is posted on the Pioneer Region website "Information" – "Club Information"- "Parent Information"

Coaches Code of Ethics

Any complaints concerning breaches of this code must go to club directors and at their discretion, turned over to the Pioneer Region complaint committee to be heard. All complaints must be firsthand, in writing and signed by the athlete and/or parent/legal guardian. Due Process is available to all Pioneer Region members.

Pioneer Region JUNIOR CLUB PERSONNEL CODE OF ETHICS

It is the duty and obligation of USA Volleyball affiliated Junior Club Program administrators, directors, coaches and other club personnel to assure the following Code of Ethics is followed and adhered to by all individuals who have an active role in a USA Volleyball Junior Club Program in any Region of USA Volleyball.

In a continuing effort to promote safe, healthy and ethical communication, relationships and treatment of all USA Volleyball players and personnel.

1. All adult club personnel affiliated with a junior program must be a registered member with a Region of USA Volleyball and USA Volleyball.
2. All adult club personnel including coaches, chaperons, assistant coaches, trainers, etc. affiliated with a junior program intending to participate in USA Volleyball must have an approved and current background screen and Safe Sport certification on file as per USA Volleyball policy. It is intended that the term 'all adult club personnel' be all inclusive and not limited to only those categories identified herein.
3. A head coach or assistant coach affiliated with a junior program must also: be IMPACT certified according to USA Volleyball and Region policies. Head coach must be an adult (see region policy)
4. If allowed by Region rules, an assistant coach who has not yet met the age of majority in the state of residence must be supervised by a head coach recognized by the Region and must meet all applicable Region and USA Volleyball requirements. Individuals who are registered as junior players and also have an interest in coaching should contact the region regarding coaching eligibility.
5. Responsibilities:
 - A. Head coach or other equally qualified club personnel must be present at all practices and competitions. A head coach, adult club representative personnel or registered chaperone must be present during team-supervised travel. This individual shall be responsible for the moral, legal, and ethical well-being for each participant during team/club activities.
 - B. Coaches shall understand the unique power of a coach-athlete relationship. Coaches and all other club personnel shall not exploit athletes and shall avoid any relationships which could compromise the integrity of the learning and participation process, impair their professional judgment and/or take advantage of a situation for their own personal gain or gratification.
 - C. All club personnel must understand that all forms of sexual abuse, assault or harassment of a current or former athlete are unethical and illegal even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority. See B above.
 - D. All club personnel shall insure that all individuals have met all Regional Volleyball Association and USA Volleyball membership requirements prior to participation in any club, team and/or Region/National USA Volleyball activity.
 - E. All club personnel must inform the players and their parent(s)/guardian(s) about any Region and/or USA Volleyball transfer policy. This policy may restrict or prohibit a participant from transferring to another club or team if specified criteria have been met. Likewise, all club personnel must inform the players and their parent(s)/guardian(s) of any rules or policies regarding coaching transfers during a particular season.
 - F. All club personnel shall abide by and inform the players and their parent(s)/guardian(s) of applicable regional recruiting policies.
 - G. All club personnel may not participate in, require another individual to participate in, or condone any act considered to be illegal under federal, state or local laws and/or ordinances.

- H. All club personnel shall strive to educate their athletes and personnel to respect, honor and adhere to the rules of the facility being used during practices, tournaments, or events. In this regard, the rules of the facility shall have priority over the rules of the Regional Volleyball Association.
- I. All club personnel shall ensure that all activities are suitable for the age, experience, and ability of their athletes.
- J. All club personnel shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.
- K. All club personnel shall, while serving in a professional capacity, avoid any drug, tobacco, or alcohol use while in the presence of athletes.
- L. All club personnel shall not supply or condone the use of drugs, alcohol, tobacco, fireworks, ammunition, firearms, knives or any item or material that can be used as a weapon, to any of the participants or athletes and shall report any athlete using or in the possession of the same.
- M. All club personnel shall not allow, encourage, condone, or require any behavior that threatens an athlete's amateur status or Regional, USA Volleyball, school and/or collegiate eligibility.
- N. All club personnel shall maintain all relationships with other club personnel on a professional and confidential basis.
- O. All club personnel must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel, and officials.
- P. All club personnel will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of current and/or former athletes.
- Q. All club personnel will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators. Any violation of this Code may result in sanction being issued against the club representative, the individual(s) and the club/team involved. These sanctions may extend to the loss of eligibility of the club representative, the individual(s), the entire club and the team involved.

Medical Release

Player Medical Release Form DO NOT SEND THIS FORM IN WITH YOUR REGISTRATIONS

This form will provide basic medical information in case emergency treatment is needed in the absence of a parent or legal guardian.

1. Each junior player should have this form filled out - the parent/legal guardian **MUST** sign it.
2. **Club Director** – keep THE ORIGINAL of this form, in case of loss (this has happened on more than one occasion).
3. **Team Coach** – should have a copy of this form with them at all times, practice and competition, for every junior player on their team in case of emergency.
4. **Chaperone** – make a copy and give to the team chaperone also. If there is an injury the chaperone may accompany the player for treatment while the coach can remain with the rest of the junior players if a parent is not available.

When the form is returned to the club director, be sure it is completely filled out and signed. A few states require (Florida as an example) this form be notarized.

This form may be downloaded from the Pioneer Region website under 'Information' – 'Medical Forms'- 'Player Medical Form'

Incident & Medical Claim Forms

The Incident and Medical Claim forms are for use **ONLY** if needed for an injury report.

By being a member of the Pioneer Region and USA Volleyball there is a secondary insurance policy included in the membership dues. Participant excess medical coverage provided under the USA Volleyball master insurance policy is intended to provide up to \$25,000 of EXCESS medical coverage for injuries sustained while driving to, participating in, or returning from an approved or sanctioned event. The coverage is not designed to replace existing medical coverage available to a participant. This is a secondary policy that covers after the primary carrier has paid. The sole purpose is to provide reimbursement for covered sports accidents when no other collectible insurance is available or primary limits have been exhausted. These forms can be downloaded from the website.

*Incident Report – Filed with the region
Medical Claim Form – filed by injured party*

**Remember all injuries do not result in medical claims.

Pioneer Region Injury Reporting Protocol - Injuries sustained at any USAV sanctioned event

If injured party is believed to require medical attention

1. Fill out an Incident Report ASAP –form is on the Pioneer Region website – www.pioneervb.com – Go to Information/Medical Forms/Incident Report Form
 - A. The Incident Report **MUST** be completely filled out by either the Tournament Director/team coach/club director

The Incident report is **NOT** filled out by the parent/guardian or injured party.
 - B. Give the completed report to the tournament sponsor or club director.
 - C. The tournament sponsor or club director should keep a copy for their record and is responsible to email a copy of the Incident Report Form to the Pioneer Region:
Nancy Funk
Email – NFunk@twc.com
 - D. The report will then be filed by the Pioneer Region with the insurance company and USAV to report the incident – until the form is completed insurance cannot be filed by the injured party for reimbursement.

This is the first page of the USA Volleyball Incident Report Form. It includes fields for the injured person's name, date of birth, sex, and phone number. It also has a section for the incident, including a description of the injury and a classification of the injury. The form is titled 'USA VOLLEYBALL INCIDENT REPORT FORM INJURY OR PROPERTY DAMAGE' and includes the USAV logo.

2. Give the injured party a copy of the Medical Claim Forms
 - A. Medical Forms are on the Pioneer Region website – www.pioneervb.com - Go to "Information/Medical Forms/Medical Claim Form"
 - B. The injured party is responsible to file these forms directly with the insurance company with bills for reimbursement according to the insurance stipulations of the USAV policy.
 - C. This form is for completion by the injured party or parent/legal guardian if a medical claim results.
 - D. This 2-page form is then turned into the ADDRESS AT THE BOTTOM OF THE FORM. NOT TO THE REGION as this would be a HIPPA VIOLATION.

This is the second page of the USA Volleyball Medical Claim Form. It includes a section for the medical claim, including a description of the injury and a classification of the injury. It also has a section for the injured person's name, date of birth, sex, and phone number. The form is titled 'USA VOLLEYBALL MEDICAL CLAIM FORM' and includes the USAV logo.

Tournaments & Entry Form

All the region sanctioned tournaments are listed on the Pioneer Region website with contacts for entry. Also check the USA Volleyball website where the National tournaments, such as National Qualifiers are listed. There are links to all the USAV member region websites so you can browse for other tournaments to enter.

If you have questions about a particular tournament, contact the listed tournament director for assistance.

Many tournaments do their registration online. AES is one of the most used systems in Pioneer Region. All National tournaments (Adult Open, Qualifiers, Junior Nationals, etc.) do online registration. **Check frequently on the USA Volleyball website for any changes in their guidelines for tournament registration. These guidelines must be followed!**

Looking to stay closer to your home area to participate? Regions close to Pioneer are: Hoosier (Indiana), Ohio Valley (Ohio & West Virginia), Great Lakes (Illinois), Gateway (St. Louis & Southern Illinois area), Delta (Arkansas & Western Tennessee), Southern (Tennessee & Northern Mississippi). You can link to any of their websites to check out what tournaments they have to offer by going to the USA Volleyball website.

Be sure to check that you have been accepted into a tournament. Each tournament should notify you of your acceptance prior to the date of the tournament. If you have not heard from them, they may not have gotten all the required entry materials. Check before you show up, you do not want to make a wasted trip.

Each tournament has its own entry fee. This fee is based on tournament expenses. Some tournaments may only have one day of play, others can be two or three days. Also remember that if there is more than one day of play and you are away from home there will be possible hotel expenses to cover.

Formats may also differ. Be sure when you enter you are aware of what format they will be playing. Know up front how many matches you are guaranteed.

NEVER leave a tournament site until you are sure where and what time you play or officiate again.

Many teams had to forfeit matches because they did not read the schedule correctly. Schedules are not easy to read and coaches who have been doing this for years have made errors. Have one of the team parents' help and everyone confirm what they read. DO NOT be afraid to ask!

Want to have your own tournament? Contact the Pioneer Region for information.

REGIONAL CHAMPIONSHIPS

The Pioneer Region will accept all registered USAV junior teams in our region to the Regional Championships if entry procedures have been properly carried out by the deadline.

The Regional Tournament Director and his/her committee will seed teams.

Currently there are so few registered adult teams in the Pioneer Region that there is no adult regional offered.

Bid Tournament

The Pioneer Region conducts a 'Bid Tournament' to award bids given the region for all girls' junior team age divisions currently offered a National Championship by USA Volleyball. All teams in the region who meet the following criteria may compete:

- a. **Do not** already have an Open or National bid to the Junior National Championships.
- b. The team must be properly registered online according to the USA Volleyball National office guidelines. Check the National office website - USAVolleyball.org – for the information handbook.
- c. The team must have their entry fee paid into the USA Volleyball National office guaranteeing that the team will attend the National Championships if they win the available bid to represent the Pioneer region.
- d. Have sent in their completed entry form to the region tournament director.

The tournament winner will receive the region National bid to the USAV Junior Championships. If the team winning a region bid is awarded a higher Bid at a National Qualifier the region bid will be passed down to the next team with the highest finish in the bid tournament. Any further bids assigned to the region will be awarded to region teams according to their finish in the Bid Tournament.

Currently the Pioneer Region receives

National Bid – 1 in each age division 11-18

American Bid – 1 in each age division 12-18

Freedom Bid – 1 in each age division 14-18

Pioneer Region enters the USAV Tier 2 drawing for hotel room nights. These rooms will be available for use by the Pioneer Region National Bid winners. If not used by the National bid winner, they will be passed down to other teams in the same age category and then to other teams that are attending the National Championships.

Applications for USA Junior Volleyball Championships - Teams qualifying by winning the Regional Bid Tournament, or any other qualifying event, must complete all entry requirements required by the appropriate cut-off date. Any questions regarding proper procedures should be directed to the Pioneer Region office.

Clinics Impact Certification

All coaches are required to have the training course called Impact. IMPACT is good for life. The course is offered free online once the coach has a paid USAV membership.

1. Login at My.SportsEngine.com
2. On the left-hand side of the page, click the **Household** tab.
3. Click on the user (the box with the initials)
4. On the right side of the page, at the bottom of the 'membership card' click **View Details**.
5. Click the USAV Academy button

Junior Scorer and Referee Certification

There is online training in the USAV Academy. These online clinics offer both scoring and R2 training. We encourage you to take the online training at your convenience.

Contact the Scorer Chair, Nancy Funk, with any questions Nfunk@twc.com.

When attending a National event or Qualifier you should have at least one certified scorer and one certified junior R2 on your team – you may have the whole team certified.

A player who is to be newly certified needs to #1) view the scorer clinic on the USAV Academy site and then #2) keep score on two matches having a certification form signed by the USA certified official who is the referee on the court of the match the player has just scored. After the second match has been scored and an official signature obtained, the coach signs the bottom of the certification form for verification that this player has completed the process and sends the form to the scorer chair. Certifications need to be renewed every 3 years by obtaining one referee signature.

A player who is to be a junior certified R2 needs to view the online junior R2 training online. Then be the R2 on at least three (3) matches. Have the USAV certified official on the match sign the certification form after each match. The coach will sign the bottom of the certification form for verification that this player has completed the process and sends the form to the scorer chair. Send the completed form to the referee chair. Certifications need to be renewed every 3 years.

If a player does not register for a season they automatically lose their certification and must recertify.

Club directors are able to see all certified players for their club on the rosters. Certifications are printed on each individual membership card that players are able to print.

The *Junior Scorer Certification* and *Junior R2 forms* may be downloaded from the Pioneer Region website under ‘Information’ – ‘Tournament Forms’.

USA VOLLEYBALL REFEREE

All referee’s must be current members in good standing of the Pioneer Region and USA Volleyball.

Good standing includes:

Current membership

Completion of Safe Sport training

Current USAV Background screening

Each referee must complete the season on-line referee and scorer’s material as assigned in the USA Academy by the Referee Chair.

Provisional, Regional and National Retired referees are certified by the Pioneer Region Referees’ Chair. Junior National and USA National referees are certified by the USAV National office.

Junior National and National Referee

Contact the Referee Chair and see the USA Volleyball website for any further requirements.

Junior National and National Referee Candidates

Contact the Pioneer Region Referee Chair and see the USA Volleyball website for requirements.

USA VOLLEYBALL SCORER

All scorer's must be current members in good standing of the Pioneer Region and USA Volleyball.

Good standing includes:

Current membership

Completion of Safe Sport training

Current USAV Background screening

Provisional, Regional and National Retired Scorers are certified by the Pioneer Region Scorers' Chair.
USAV National Scorers are certified by the USAV National office.

National Scorer Candidates

Contact the Scorer Chair and see the USA Volleyball website for requirements.

Frequently Asked Questions and Information

1. Should we have a parent/legal guardian meeting at the beginning of the season?

Before you have tryouts for your teams, or form a team, have a meeting with the parents/legal guardians. Be sure up front that they know what to expect.

What will the cost be? (USA registration, uniforms- 2 sets, cost of gym rental, tournament entry fees, hotels, etc.)

When and how much practice involved?

How much travel involved going to tournaments?

Playing time per player?

Possibility of fund-raising?

2. Should the club have a contract with the player?

Each parent/legal guardian should sign a contract regarding payment of fees. A club should contact an attorney for assistance if necessary. This will give a club some protection if a player does not pay their fees. Give a breakdown of what the payments cover. The region cannot help a club if there is a dispute about payments if there is no contract and nothing to show exactly how much was paid, how much is owed and exactly for what the payments are for.

Any player reported to the Pioneer Region office for non-payment of fees to a Pioneer Region club during a previous season MAY BE Placed on Hold and may not be registered until a settlement is reached with the previous club. Due process is always available.

3. Get each coach a folder

See that each team coach has a folder/binder to always have with him/her

In this folder/binder place

- a. Each team member medical release form – then at practice or at a tournament it is always available if needed in case of emergency.

- b. Copies of birth certificates that may be needed – if you have a specific player that appears older than her age, the coach will have proof if asked by a tournament for verification
- c. Copy of the team roster
- d. Print each of the team membership cards – these show their certifications.
- e. Blank Junior scorer and R2 certification forms for the players

4. Insurance Certificate

Request an insurance certificate for your practice facility from the region office if needed. Download the form from the website or email the information on the form to NFunk@twc.com. This certificate is merely a written document that provides evidence that an insurance policy is in effect for USA Volleyball. Many practice facilities require this for the use of their facility. Information needed:

Name of Facility

Address of Facility

Club requesting certificate

5. Team Parent

Have a team parent that is willing to be a chaperone. Let this parent be responsible for phone calls, collecting paperwork, washing uniforms on trips and being a general help to the coach. This will help the coach concentrate on coaching the team.

6. Is it necessary to give my date of birth when I register?

Yes – there must be a date of birth on all registration forms for adults and juniors. For junior players, so we can be sure they qualify for the age group in which they are being registered to participate. For adults, they must be of legal age to be a head coach (18) and to be a chaperone they must be at least 25. The National office will not accept a registration for membership without a date of birth.

7. We are just starting what do we need?

Use this Pioneer Region Junior Handbook as a starting point.

On The Pioneer Region website www.PioneerVB.com

there is an example of a club handbook that you may use as a template for your own club.

Contact the Pioneer Region office for further information and guidance. NFunk@twc.com

8. Do I have to give my Social Security number?

Only adults that are going to be associated with Juniors will have to enter their Social Security number on the background screening form. This is for the Background Screening company to use for identification purposes. The number is erased after the required screening is complete.

USA VOLLEYBALL PARTICIPANT CODE OF CONDUCT

Each participant shall accept and understand the Participant's Code of Conduct and shall accept online prior to each season and participation in USAV events.

THE FOLLOWING ACTIONS ARE PROHIBITED:

1. Violation of any anti-doping policies, protocols or procedures as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), Federation Internationale de Volleyball (FIVB), US Anti-Doping Agency (USADA) or the United States Olympic Committee (USOC). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USA Volleyball (USAV).
2. Possession, consumption or distribution of alcohol and/or tobacco if illegal or in violation of USA Volleyball (USAV) or Regional Volleyball Association (RVA) policy.
3. USAV policy prohibits the possession, consumption or distribution of alcohol and/or tobacco by anyone registered as a junior volleyball player at the event venue of any USAV/RVA sanctioned junior event.
4. Use of a recognized identification card by anyone other than the individual described on the card.
5. Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be part of any penalty imposed.)
6. Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons at USAV/RVA sanctioned events.
7. Any action considered to be an offense under Federal, State or local law ordinances.
8. Violation of the specific policies, regulations, and/or procedures of the USAV, RVA or the facility used in conjunction with a sanctioned event. (It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.)
9. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
10. Physical or verbal intimidation of any individual.
11. Actions that will be detrimental to USAV or the RVA.

USA VOLLEYBALL DISCIPLINARY POLICY:

Infraction	When Occurred	Suggested Maximum Penalty **
First	Before or during event	Individual disqualified (if person is a junior, he/she will be sent home as soon as possible and parent or guardian notified). The individual may be declared ineligible for USAV registration or RVA membership for one year starting from the date of infraction.
	After event concludes	The individual may be declared ineligible for USAV registration or RVA membership for one year starting from the date of infraction.
Second	Before or during event	Individual disqualified (if person is a junior, he/she will be sent home as soon as possible and parent or guardian notified). The individual may be declared ineligible for USAV registration or RVA membership for two years starting from the date of infraction.
	After event	The individual may be declared ineligible for USAV registration or RVA

	concludes	membership for two years starting from the date of infraction.
Third		Individual may be declared ineligible for USAV registration or RVA membership for the remainder of his/her lifetime.

NOTE: Major misbehavior (e.g. verbal or physical abuse of a child, sexual harassment, etc.) may subject the violator to a lifetime ineligibility for USAV registration or RVA membership after the first infraction. Penalties are only applied after affording the participant due process as required by the Ted Stevens Olympic and Amateur Sports Act (TSOASA), USOC, RVA, and USAV. Appeals, other than for doping violations, may be made in accordance with procedures set forth in the bylaws and operating codes of USA Volleyball and the RVA as printed in the current Official USA Volleyball Guide and RVA Handbook, respectively.

DISCIPLINARY POLICY

It is the responsibility of the Pioneer Regional Volleyball Association Board of Directors to administer volleyball within the Pioneer Region. On occasion, Pioneer Region members may violate, or be accused of violating, Region or USAV rules as spelled out in this handbook or on the USAV website. Such alleged violations may require actions by the Pioneer Region. These due process rules are established to protect the rights of any accused member of the Region, the safety of Pioneer Region members, and the integrity of the Region.

Due Process Procedure

Some actions or alleged actions by individuals or teams result in automatic sanctions in accordance with the Region Handbook (e.g., failure to fulfill officiating responsibilities, use of alcohol or controlled substances at a tournament, failure to appear at an event for which a team is pre-registered, etc.). The appropriate officer of the Region Board (e.g., the Referees Chairman may prohibit an official from officiating if he/she has not met requirements.), or the Commissioner, after considering the evidence of wrongdoing, may administer such automatic sanction. If there is no clearly appropriate Board officer, the Commissioner shall administer the automatic sanction. (Assistant Commissioner may be substituted for Commissioner if there is felt to be a Conflict of Interest)

The Commissioner, after considering the evidence, shall have authority to impose sanctions for routine wrongdoing by region members not otherwise provided for by the Region Handbook (e.g., minor damage to facilities or equipment).

The first level of appeal from sanctions for routine matters shall be the Commissioner, the appeal must be in writing. The Commissioner may either rule on the appeal or delegate the appeal to the Review Board (see below) for formal consideration. If the Commissioner rules on the appeal and the relevant person or team wish to appeal further, such appeal shall be to the Review Board.

Review Board - A Review Board consisting of three persons shall have responsibility for action on alleged wrongdoing of a serious nature by region members or for appeals from sanctions for wrongdoing otherwise deemed routine. The Commissioner shall chair the Review Board and shall be a voting member unless he/she ruled on the first level of appeal from a sanction for routine matter; in the later case, the Commissioner shall remain the administrative chair of the Review Board but shall not be a voting member. If necessary to replace the Commissioner with a third voting Review Board member, such member of the Region Board shall serve as is jointly selected by the accused individual or team representative and the Region Board Representative, if an agreement cannot be reached, such Region Board member shall serve as a voting member in place of the Commissioner as is selected by blind lottery from among the Region Board members. One member of the Review Board shall be a Region Board member selected by the accused individual or team representative. The other member of the Review Board shall be such Board member as is most appropriate to the situation at issue. If more than one Region Board member is unwilling or unable to serve if selected, the Commissioner and accused may agree on a method for selecting a Review Board member from among the Region's general membership.

For matters to be considered by the Review Board, notice shall be provided to the accused in writing as soon as reasonably possible. Oral notice may precede written notice for expediency. Written notice: shall include a copy of these due process procedures and shall describe the alleged wrongdoing, the range of possible sanctions, and shall suggest a date, location, and method (in person, Virtual meeting or by telephone conference if acceptable to accused) for the hearing. The date and location shall be established as much as reasonably possible to accommodate the accused. If the accused does not cooperate in establishing such date

and location, the Review Board shall schedule the hearing at its convenience and the accused shall be so advised in writing.

Final Appeal - Appeals from decisions of the Review Board shall be to the entire Region Board. An appeal hearing to the Region Board shall follow the same format as described above for the Review Board. The administrative chairman of an appeal hearing shall be such Board member as is selected by mutual agreement of the accused and Commissioner. If no agreement can be reached, the administrative chairman shall be such Region Board member as is selected by blind lottery. An accused must provide written notice to the Commissioner of an intention to appeal a Review Board decision within thirty days after such decision has been mailed by certified or registered mail or delivered by hand delivery to the accused. Otherwise, the accused shall not be entitled to an appeal.

An appeal hearing shall occur within thirty days after notice of intent to appeal has been mailed unless the appellant and Commissioner agree otherwise. Any decision and sanction of the Review Board shall remain in effect until the appeal hearing. For the appeal hearing to be effective, it shall be necessary that a quorum of Region Board members be physically present, proxy votes will not be permitted. The hearing may be by Virtual meeting if agreed to by all.

Appeal hearings shall be recorded.

Miscellaneous - The Region Board is not a court of law but, rather, a non-profit, private group of volleyball players, coaches, and organizers duly elected to administer volleyball within the Region. It is the duty of the Region Board to strive to obtain just and fair results when a Region member is accused of wrongdoing relevant to volleyball within the Region. As a private body, the Region Board does not follow the Federal Rules of Evidence but shall accord weight to evidence based on its substance and on common sense.

Note that the Review and Region Boards have the authority to suspend membership privileges for more than one year.

For serious matters, unless the safety of region members is at risk, physical or other substantial injury has resulted, or the accused was clearly caught in the act of a serious wrongdoing relevant to volleyball, no penalty, sanction, or fine shall be imposed against the accused without a hearing by the Review Board. In the instances cited, however, a temporary sanction may be imposed by the Commissioner after careful consideration of the evidence and situation; any such action shall be stated in writing delivered to the accused. The United States Volleyball Association now provides that the only appeal from a decision of the Region Board shall be to the United States Volleyball Association National Ethics and Eligibility Committee and only for a determination of whether the accused received due process.

If an individual moves into the Region, or a team attempts to register in the Region, subject to the sanctions of another Region, which has a procedure for appealing from sanctions, the Pioneer Region shall respect and observe the other Region's sanction for the balance of its term (regardless of whether the individual or team exercised such appeal process).

Procedures may be conducted by virtual meeting.

NOTE: Major misbehavior (e.g. verbal or physical abuse of a child, sexual harassment, etc.) may subject the violator to immediate lifetime ineligibility for USAV registration or Pioneer Region membership.

**** Appeals may be made in accordance with procedures set forth in the bylaws and operating code of USAV and the Pioneer Region as printed in the current Official USAV Guide and Pioneer Region Handbook, respectively.**

FINES AND PENALTIES

The Pioneer Region reserves the right to levy fines up to a maximum of \$100 to its members and clubs for violation of the following:

1. **Failure to show at a tournament** - In addition to the fine, a team that fails to give notice to the Tournament Director that it is not intending to play in the event for which it is entered shall also forfeit their entry fee.

2. **Violation of Tournament Site Regulations** - A team could incur a fine or forfeit if it violates ANY tournament site regulations included but not limited to those listed below:
 - a. There will be NO SMOKING or ALCOHOL in any school or facility used for junior tournaments.
 - b. Any player (or parent/guardian/chaperone of junior players) found by any tournament official with Alcoholic beverages or illegal drugs inside of any school building or public tournament site, or on any premises which prohibits this usage (i.e., school grounds, parking lots) will not be allowed to continue in the tournament or event and could cause forfeit of the team from the event.
 - c. Anyone causing any detrimental action to players and or officials will be immediately ejected from the event and could face further penalties.
 - d. Bringing items into facilities that are posted - there are to be no coolers or food brought into the facility.
3. **Failure to officiate when assigned** - Any team that fails to perform officiating duties as assigned by the Tournament Director. This may also block a team/club from future participation in some events.
4. **Player Eligibility Rule** - If it is discovered that a player is participating in a sanctioned tournament that is not eligible.
5. **Bad Check Charge** -
\$50 Fine plus reimbursement of check amount

Any Fines must be paid prior to entering a tournament in the Pioneer Region if the Commissioner and Board find it necessary to be imposed

BY-LAWS (updated August 10, 2022)

ARTICLE I. NAME.

The name of the Corporation shall be **PIONEER REGION, INC.**

ARTICLE II. OFFICES.

The principal office of the Corporation within the Commonwealth of Kentucky shall be located at 1820 Taylor Ave., Louisville, Kentucky 40213. The Corporation may have such other offices, either within or outside the Commonwealth of Kentucky, as the Board of Directors may designate or as the business of the Corporation may require from time to time.

ARTICLE III. PURPOSE.

The purpose for which this Corporation is organized is to foster national and international amateur volleyball competition. In furtherance of this main purpose, the following sub-purposes are set forth:

- (a) To teach the sport of volleyball to children and adults by holding clinics conducted by qualified instructors in schools, playgrounds, parks and other sports facilities;
- (b) To provide practice volleyball sessions, classroom lectures, seminars, and panel discussions through which selected trainees may be schooled in competitive coaching, playing, officiating, and scouting techniques;
- (c) To foster and conduct area, regional, state and national amateur volleyball competition;
- (d) To act as the official representative of the United States Volleyball Association within an area designated as the Pioneer Region;
- (e) To select and train suitable candidates in the techniques of volleyball in national and international competition and thereby improve the caliber of candidates representing the United States in Olympic, Pan American, and World Game competitions; and
- (f) To foster and conduct amateur volleyball programs in the United States and foreign nations for the exchange and training of suitable candidates in the techniques and practices of volleyball in countries other than their own.

In order to carry out the purposes of this corporation, the corporation shall have the power to receive and hold money or other property, tangible or intangible, real or personal, for any of the purposes of the corporation, from whatever source derived. The corporation shall also have the power to borrow money and to mortgage or pledge real or personal property as security therefore, to use, borrow, or expend the funds and property of the corporation and do all things necessary to carry out the powers granted.

ARTICLE IV. MEMBERSHIP OF THE BOARD OF DIRECTORS

Membership on the Board of Directors shall be open to all persons who are interested in furthering the purposes of this corporation as expressed in Article III of these Bylaws. Any Adult Pioneer Region member in good standing may be included on the docket for election to the Board of Directors by submitting his/her name to the Election Committee designee of the Pioneer Region on or before a date thirty (30) days prior to the elections of Board Members. Any Director may be removed from the Board by a two-thirds vote of the Directors present and voting at any special or annual meetings at which a quorum is present.

ARTICLE V. BOARD OF DIRECTORS

GENERAL STATEMENT. The Board of Directors, in furtherance of the specific and primary purpose of this nonprofit corporation as expressed in its Articles of Incorporation, may perform such acts as necessary to exercise the powers of this nonprofit corporation stated in its Articles of Incorporation, and generally may do or perform, or cause to be done or performed, any act which the corporation lawfully may do or perform in the furtherance of its purposes stated in its Articles of Incorporation.

POLICY GOVERNING THE EXERCISE OF POWERS BY THE BOARD OF DIRECTORS. It shall be the policy of this corporation to budget and disburse each year sufficient funds to carry out its purposes as stated in its Articles of Incorporation. It also shall be the policy of this corporation that this corporation shall not engage in any of the following transactions:

- (1) Lending any part of its income or principle without adequate security or at unreasonable rates of interest to contributors, to members of the families of contributors, or to corporations controlled by contributors or members of contributors' families.

(2) Making any part of this corporation's services available, on a preferential basis, to contributors, to members of the families of contributors, or to corporations controlled by contributors or members of contributors' families.

(3) Making any substantial purchase of securities or other property from contributors, members of families of contributors, or from corporations controlled by contributors or members of families of contributors for more than adequate consideration.

(4) Selling any substantial part of the property of this corporation to contributors', members of contributors' families, or corporations controlled by contributors or members of contributors' families for less than adequate consideration.

(5) Engaging in any transaction, which results in a substantial diversion of the income or corpus of this corporation to contributors, members of contributors' families, or corporations controlled by contributors' or members of contributors' families.

(6) The corporation shall not, except to an insubstantial degree, carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or (b) by a corporation, contributors to which are deductible under Section 170(b)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

(7) This corporation is not organized nor shall it be operated for pecuniary gain or profit. No part of the net earnings of this nonprofit corporation shall inure to the benefit of any member or individual. No substantial part of the activities of the nonprofit corporation shall consist of carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office.

SECTION 1. A Board of Directors composed of appointed and elected members shall manage the business, property, and affairs of this corporation.

The appointed positions to the Board of Directors shall be; Commissioner, Assistant Commissioner, Referee Chair.

Elected positions shall be a minimum of One (1) member from each area of the region (currently Louisville, Lexington, Northern KY and Western KY), One (1) member to represent the adult population, and One (1) Junior at large representative.

SECTION 2. Elected directors shall be elected for three (3) year terms or until such time as their successors are duly elected or qualified. One third (1/3) of the Board of Directors shall be elected each year (group #1 Adult population representative and Louisville area representative, group #2 Western Kentucky Representative and Junior at Large Representative, and Group #3 Lexington area Representative and Northern KY area representative) in a time frame from August 1 – November 1 to be decided upon by the Board of Directors. There shall be no limit as to the number of terms that a Director may serve. All members elected shall assume office November 1 of that year.

SECTION 3. A vacancy on the Board because of death, resignation, disqualification, or otherwise, may be filled by a vote of the Board of Directors for the unexpired portion of the term by a majority vote of a quorum. Members of the Board of Directors may be removed for cause by a majority vote of the Board of Directors.

SECTION 4. The chairman of all standing or special committees shall be appointed by the Commissioner of the corporation from members of the Board of Directors.

SECTION 5. Regular or special meetings of the Board of Directors may be held upon giving at least three (3) days written notice at such times and at such places, as shall from time to time be determined by the Board of Directors or as may be determined by the Commissioner.

SECTION 6. Each Director shall be entitled to one (1) vote. The appointed Commissioner shall be a non-voting Director of the Corporation except in the case of a tie vote. There are no proxies allowed. Any director who feels they may have a conflict of interest shall reclude themselves from any vote.

SECTION 7. Directors (functioning as private contractors) may be compensated for their services, only with advance Board approval. Directors may be reimbursed for any reasonable expenses incurred in the performance of their duties to this Corporation with approval of the Board. No person who now is, or later becomes, a director for this nonprofit corporation shall be personally liable to its creditors for any indebtedness or liability, and any and all creditors of this nonprofit corporation shall look only to the assets of this nonprofit corporation for payment.

SECTION 8. In the event of the dissolution of this nonprofit corporation, after its just debts and obligations have been paid or adequately provided for, its remaining assets will be distributed as the current Board of Directors see fit for the express purpose of regenerating interest in amateur volleyball competition, benefiting those persons in the present geographical boundaries of the Pioneer Region, provided the organization continues to be dedicated to the exempt purpose as specified in Internal Revenue Code 501(C)(3).

SECTION 9. The Board of Directors is authorized, if they so choose, to adopt an operating code by which the Pioneer Regional Volleyball Association, Inc. shall be governed with regard to more specific decisions and activities.

SECTION 10. Directors shall attend all regularly scheduled meetings and any special meetings, and any member who misses two consecutive meetings is subject to removal. Notice shall be given to the Commissioner when failing to attend any meeting.

SECTION 11. The USAV Operating Code for Regional Operations Division shall be constructed to be an integral part of these By-laws.

OFFICERS.

SECTION 1. This Corporation shall have as its officers a Commissioner, an Asst. Commissioner/ Secretary/Registrar, and a Treasurer. In addition, the Corporation may have such other officers as are appointed by the Commissioner and approved by the Board of Directors. Officers shall be elected, at the first meeting of the Board of Directors after the general election, for a One (1) year term of office. There shall be no limit as to the number of terms an Officer may serve.

SECTION 2. Any officer elected or appointed by the Board of Directors may be removed by a majority vote of the Board of Directors whenever in its judgment the best interests of the corporation would be served.

SECTION 3. A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by the Commissioner for the unexpired portion of the term. The Board of Directors at the first meeting following the appointment must approve all such appointments.

SECTION 4. The Commissioner shall be a director of the corporation. He shall be the principal officer of the corporation: and, subject to the control of the Board of Directors, shall in general supervise and control all the business and affairs of the corporation. He shall, when present, preside at all meetings of the Board of Directors. He may sign, with the Asst. Commissioner or any other proper officer of the corporation thereunto authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or any other instruments which the Board of Directors has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors or by these By-laws to some other officer or agent of the corporation, or shall be required by law to otherwise signed or executed; and in general shall perform all duties as may be prescribed by the Board of Directors from time to time.

SECTION 5. The Asst.-Commissioner shall be a director of the corporation. In the absence of the Commissioner or in the event of the Commissioners' death, resignation, removal, disqualification or otherwise inability or refusal to act, the Asst.-Commissioner shall perform the duties of the Commissioner, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Commissioner. The Asst.-Commissioner shall perform such other duties as from time to time may be assigned by the Commissioner or the Board of Directors.

SECTION 6. The Secretary shall:

- (a) Keep minutes of the Directors meetings;
- (b) See that all notices are given as provided for in these By-laws or as required by law;
- (c) Be custodian of the corporate records and perform registration duties of the region; and,
- (d) In general perform all duties incident to the office of secretary and such other duties as from time to time may be assigned by the Commissioner of the Board of Directors.

SECTION 7. The Treasurer shall:

- (a) Have charge and custody of and be responsible for all funds and securities of the corporation, receive, and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such bank, trust, companies or other depositories as shall be selected in accordance with the provisions of these By-laws; and
- (b) In general, perform all the duties incident to the office of Treasure and such other duties as from time to time may be assigned by the Commissioner of the Board of Directors.

ARTICLE VII. ASSETS

SECTION 1. All bank checks drawn against the corporation's checking account shall be signed by the Commissioner, Asst. Commissioner or Treasurer or by such other person or persons as the Board of Directors may from time to time determine.

SECTION 2. Deeds, mortgages, leases and contracts may be signed by both the Commissioner, Asst. Commissioner and Treasurer or by such other person or persons as the Board of Directors may authorize when necessary.

SECTION 3. No loans may be contracted on behalf of the corporation and no evidence of indebtedness shall be issued in its name unless authorized by a resolution adopted by a majority of the Board of Directors.

SECTION 4. All funds of the corporation not otherwise employed shall be deposited as received in the corporation's checking account or in a savings account with such bank or banks or other depositories as the Board of Directors may select. At the conclusion of each fiscal year a complete Financial Report of the Region shall be published in its entirety and provided to all Board members. Any member of the Pioneer Regional Volleyball Association shall be allowed to view this financial report at the Region's main office.

ARTICLE VIII. EXECUTIVE COMMITTEE

SECTION 1. There shall be an Executive Committee of the Board of Directors of this corporation, which shall consist of the elected officers of the corporation.

SECTION 2. The Executive Committee shall have and exercise such control of the affairs and business of the corporation as may be directed to it from time to time by the Board of Directors, except such matters which by these By-laws or by the laws of the Commonwealth of Kentucky must be reserved by the Board of Directors or the membership of the Corporation, or both.

ARTICLE IX. FISCAL YEAR

The fiscal year of this corporation shall begin on January 1 and shall end on December 31.

ARTICLE X. MEETINGS

Annual meetings of this corporation shall be held yearly. A meeting shall be held in August (exact date to be determined each year) to discuss the past and upcoming season and such other business as may properly be brought before the meeting. In addition, the Board of Directors shall have the power to call for a special meeting to discuss matters of importance, which cannot wait for the Annual meeting.

ARTICLE XI. SEAL

A corporate seal is not required for this corporation.

ARTICLE XII. WAIVER OF NOTICE

Whenever any notice is required to be given to any member or Director of this corporation under the provisions of these By-laws or under the Article of Incorporation, a waiver thereof in writing, signed by the person or persons entitled to such notice, or by telegram sent by them, weather before or after the holding of the meeting, shall be deemed equivalent to the giving of such notice.

ARTICLE XIII. QUORUM

One third of the members of the Board of Directors shall constitute a quorum for the transaction of business.

ARTICLE XIV. COMMITTEES

The Commissioner, with the approval of the Board of Directors, shall have the authority to appoint committees as deemed appropriate.

ARTICLE XV. AMENDMENTS

These By-laws may be amended, altered or repealed and new By-laws adopted by a two-thirds vote of Board of Directors present at any regular or special meeting; provided however, notice of the proposed amendment has been submitted to the Commissioner and Secretary in writing at least ten (10) days prior to said meeting.

ARTICLE XVI. RULES OF PROCEDURE

In all cases, not otherwise provided for by these By-laws, this Corporation shall be governed by Robert's Rules of Order.

ARTICLE XVII. DISCRIMINATION PROHIBITED

Pioneer Regional Volleyball Association shall not, nor shall anyone acting on behalf of the Association, discriminate against any person or group of persons on the basis of age, sex, sexual orientation, race, religion, nationality, or physical disability.

ARTICLE XIX. Whistleblower

Any whistleblower weather employee or Pioneer Region Board member is **protected from retaliation** by any Pioneer Region Board of Director by state and federal laws after reporting suspected illegal activities being perpetrated by a member of the Pioneer Region BOD.

ARTICLE XX. Sexual Harassment

Pioneer Region will not tolerate unwelcome verbal, visual, or physical conduct of a sexual nature that is severe or pervasive and affects working conditions or creates a hostile work environment for any member of the Pioneer Region.