



WELCOME TO THE FRONT RANGE VOLLEYBALL CLUB

The Front Range Volleyball Club has served the volleyball community in the Denver metro area since 1981. Over the years, Front Range has repeatedly earned national acclaim as a top junior training club, impacting the Rocky Mountain Region, college and national levels of volleyball. Front Range Volleyball Club is a nationally prominent, competitive program dedicated to advancing the personal and athletic development of youth through the pursuit of excellence in volleyball, fostering a sense of community throughout the Club and promoting leadership in all Club participants. "We believe in the inherent enjoyment of sports participation and development of youth. FRVC is an organization where young athletes can come to learn the skills of volleyball as well as the enjoyment of practicing and playing with their friends. Our coaches stress skills fundamentals, good sportsmanship, fair-play and teamwork. For players' whose goals turn toward earning playing time at their high school or wanting to pursue a college scholarship, FRVC is a competitive organization where the driven player will find a place to hone their skills, develop a deeper strategic understanding of the game, and grow as an athlete. FRVC values honesty, fair-play, and honoring our sport in everything we do."

GENERAL INFORMATION

PRACTICE SITE

All Front Range teams will practice at our facility and have since October 2010. The facility has four "shock tower" courts that have a special cushioning system built into the tile to absorb up to 44% of the impact and still have a 96% rebound effect on the ball and a large conference/team meeting room.

OUR PROGRAM

Front Range fields both girls and boys teams. In 2023-24, we anticipate fielding 12 girls teams and 5 boys teams.

MEMBERSHIP AND DUES

Each team's dues and fees may differ based upon number of practice hours per week and number of travel tournaments. We have payment plans to make paying dues and fees easier for members who wish to use them.

Front Range dues include 1) facilities fees, 2) coaching fees, 3) coaches travel 4) junior official's certification, where applicable, 5) RMR tournament entry fees, and 6) administrative expenses. Dues are very competitive with other RMR clubs and other nationally competitive clubs around the country, especially when figured as a cost per hour of training.

FUNDRAISING

King Soopers program is in place to offset some of the cost of your dues. If you'd like to participate in the King Soopers program, please contact Julie at: julie.karst@frvbc.com. Other opportunities can be discussed throughout the year.

Opportunities during Crossroads are also available. Please also reach out to Julie for information about working additional hours during setup, tear down and during the tournament.

COLORADO CROSSROADS GIRLS NATIONAL VOLLEYBALL TOURNAMENT

2024 is the 41st year for Crossroads®! In 2024, Crossroads® will be on one weekend, and teams from many states will be attending. All Front Range girls teams play in Crossroads®, getting the benefits of attending a top-notch national event without travel expenses, having the opportunity to play teams from all over the USA, and having the prestige of helping produce one of the most popular tournaments in the country.

Crossroads is a 501.c.3 activity; it does not belong to any person or group of persons, and its proceeds go to funding the Club programs.

Each member and his or her family is expected to participate in the set up and tear down during Crossroads. No family or player is required to help with any other part of the tournament, although they may, if they want to, use other participation to earn club account credit to offset other dues/expenses.

Please reach out to Julie for any questions relating to Crossroads at any time: julie.karst@frvbc.com

TEAM TRAVEL EXPENSES

Every player's family is responsible for travel arrangements for their athlete, including flights, lodging, meals, ground transportation and supervision for each travel event. For most events we attend, athletes must book a room in the tournament hotel block in order for the team to be **accepted** into the tournament. FRVC works with the housing company to select the team hotel and sets the day and time players must check into that hotel for each travel tournament, (typically the time to meet at the hotel would be late afternoon the day before competition). Pursuant to the player contacts, the dues paid by the parents are for coaches travel and tournament registration fees.

RMR (Rocky Mountain Region) TOURNAMENTS

- Usually ¾ to a full day in length;
- Format, including pool assignments, scoring, and advancement processes, are determined by the Rocky Mountain Region in the Fall of each year; usually consists of pool play and a “cross-over” match;
- Teams are placed into pools according to the competitive level of the team as determined by the RMR Seeding Committee or according to the results of the previous Power tournament;
- Please be aware that most facilities do not allow coolers inside their building. Please respect these rules; the team and club may be penalized if you do not.

JUNIOR NATIONAL QUALIFIERS AND END OF SEASON NATIONAL EVENTS

From 2-5 days in length. Typically Qualifiers begin on Friday and end on Sunday or begin on Saturday and on Monday. Teams typically leave the day before play begins (coaches will hold a practice at the convention center the night before competition begins, so arriving mid afternoon on the day before play is always a good idea) and return on the day play ends for these trips. For end of season national events, i.e. Junior Nationals or AAU championships, these events are four days and you are required to attend these late June early July events if it is noted in your contract.

FRVBC GRIEVANCE PROCEDURE

Knowing when and how to communicate with the team’s coach or the club to resolve a conflict is a concern for almost every player and every parent at some time during the season. Most often the concern centers around playing time.

At Front Range we encourage the athlete to talk to the coach when he or she has a problem about their playing time or if they are uncertain what the coach expects from them either in practice or in competition. We think the ability to discuss potentially emotional topics with an authority figure is an absolutely necessary skill for developing personal ability to handle one’s life challenges; we are working to develop these kinds of life skills for all our athletes.

In General - We encourage parents to approach us earlier rather than later about concerns they have. There is little we can do to rectify a situation that is not brought to our attention until the end of the season. It is much better to have open lines of communication about problems as soon as they arise.

OTHER GRIEVANCE POLICIES

1. Front Range will not tolerate any hostile, aggressive confrontation between a parent and any official, any other parent, any athlete or any coach, regardless of whether the coach, athlete official, or other parent is a member of Front Range or not. Violation of this policy may result in the athlete being dismissed from the Front Range. Please also see the RMR/USAV Code of Conduct for Parents found in the rmrvolleyball.org website

2. It is inappropriate and undesirable for an athlete or a parent to approach other Front Range parents and athletes to complain about a problem the athlete or parent has with a Front Range coach, about objections to coaching decisions, or about disagreement with an administrative decision.

Competitive team athletics, by its very nature, creates situations where everyone may not be happy all the time. For the psychological health of the athletes and the club as a whole, grievances need to be handled between the parties involved and the decision-makers in the situation, meaning - talk to the coach or talk to the administration, not to other parents inside or outside the club. However, we also realize there are times when a problem needs to be addressed that the player cannot bring himself or herself to approach the coach. In this case, we HIGHLY encourage the parents, in a spirit of collaboration with the coach to produce the best environment for the player, to bring the issue to the coach's attention, or to the Head Coach's attention. Please do not let problems fester – it only makes things worse for everyone in trying to resolve issues.

When the topic is playing time, the appropriate approach is for the athlete to ask the coach what he or she needs to do to get more opportunities to play. Parents can best help their athlete by helping him or her set some goals to achieve more opportunities to play.

When parents have a problem that is specific to their own athlete, we also encourage them to talk to the coach first. Coaches are not required to justify “coaching decisions” which include, among other things, specific match decisions (who plays when, who is subbed out and when, etc.). The amount of time any given athlete is on the court is the result of a complex determination, in that coach's opinion, of the athlete's ability to help the team, the athlete's potential, the team's needs at the moment, and the team's needs in the future. The coach is not required to defend his or her thought process or conclusions in making these determinations, and it is not appropriate for a parent to request that. However, we require the coach to be open and accessible in resolving issues about an individual player.

We instruct coaches not to discuss any athlete other than the parent's own, or the actions of any other Front Range coach, unless the other player and the other coach are present.

If you as a parent have legitimate concerns about a coach other than your athlete's coach, or with an athlete other than your own, you need to address the Head Coach directly.

In all cases, we reserve the right and we recognize we have the responsibility to make decisions based on what, in our judgment, is the highest good for the entire organization. We always strive to do that in a collaborative spirit while realizing that sometimes hard decisions have to be made from among options that are not appealing.

PROCEDURE STEPS

Specifically, if you as a parent, or your athlete as a participant on a Front Range team, have concerns about Front Range policies or actions, the procedures to follow are, in this order:

1. The athlete should talk to the coach about the matter.
If the matter remains unresolved, or if the athlete has reasonable concern that talking to the coach will not resolve the matter, then;
2. The parent should talk to the coach.
Parents and/or athletes should call the coach on the phone or email the coach to schedule a meeting.
Meetings need to be at times and locations other than tournaments.
If a parent approaches a coach during a tournament, we instruct the coach to refuse to discuss any controversial matter, to refer the parent to the Head Coach, and to walk away from the parent.
The recommended time for a parent or athlete to talk to a coach about a problem is a previously arranged time either before or immediately after a scheduled practice.

If the matter still remains unresolved, or if the parent has reasonable concern that talking to the coach will not resolve the matter, then;

3. The parent should talk to the Head Coach and request a meeting with the coach, the Head Coach. In certain situations, we may ask the athlete to attend the meeting also. Meetings should be previously arranged. Meetings will not be scheduled during or at a tournament site.

SAFE SPORT AND PHYSICAL ABUSE POLICY

Front Range will not tolerate sexual or physical abuse of any of its staff or any of its participants. Front Range regards the safety of the young athletes entrusted to our care and instruction as our highest priority. We do not tolerate physical behavior that compromises that priority. We watch team activities and interactions closely to try to prevent miscommunications that cause discomfort for any of the athletes or parents. Please also see: <https://www.teamusa.org/usa-volleyball/about-us/safesport/parents> and <https://www.safesport.org>

REPORTING COMPLAINTS

If you see or experience behaviors by a Front Range employee you believe are inappropriate, please report it immediately to the Head Coach. All complaints will be investigated. Any employee found to be in violation of the sexual and physical abuse policy will be subject to discipline, which may include dismissal. There will be no retaliation against any complainants or witnesses who participate in an investigation of an abuse charge. Please also see: <https://www.teamusa.org/usa-volleyball/about-us/safesport/parents> and <https://www.safesport.org>

SEXUAL HARASSMENT POLICY

Both federal law (Title VII of the Civil Right Act of 1964) and Colorado law (Colorado Anti-Discrimination Act CRS §24-34-401) prohibit sexual harassment in the workplace. Front Range is fully committed to preventing sexual harassment in its program. We try to be sensitive to conduct that may seem to create an environment that is discriminatory or harassing. This includes demanding sexual favors in exchange for promotions, raises or continued employment, unwelcome touching of any kind, unwanted letters, telephone calls or email of a personal nature, unwarranted inquiries about personal life or sexual habits, repeated jokes with sexual content, and sexual comments about a person's appearance or body.

REPORTING COMPLAINTS

If you see or experience behavior by a Front Range employee you believe is inappropriate, report it immediately to the Head Coach. All complaints will be investigated. Any employee found to be in violation of the sexual harassment policy will be subject to discipline, which may include dismissal. There will be no retaliation against any complainants and/or witnesses who participate in an investigation of a sexual harassment charge. <https://www.safesport.org>

OTHER RULES AND POLICIES

PARTICIPATION

- A. Non-discrimination. Front Range Volleyball Club accepts application for participation from any individual without regard to race, creed, or national origin. Gender is pre-determined for each team.
- B. Club Acceptance. The Club will make the sole determination whether an athlete is accepted for participation in the Club (Participant), the amount of fees payable by the Participants of each team, the suspension or expulsion of Participants, and all other matters relating to participation in the Club. The Club may change participation fees and any other charges from time to time.
- C. Assignment to Team. The Club reserves the exclusive right to assign a Participant to a team, to change a Participant from one team to another, to assign a coach to a team, and to change a coach from one team to another as it sees fit.

FEES AND OTHER CHARGES

- A. Responsible Party. The parent or guardian who signs this Participation Agreement (Responsible Party) is liable for any and all arising out of such use, activities and events or subject to any claim, demand, injury or damages whatsoever EXCEPT THAT WHICH IS THE RESULT OF GROSS NEGLIGENCE OR WANTON MISCONDUCT by the Club, its assigns, employees, directors or officers.
- B. Assumption of Property Risk. The Club shall not be responsible for or liable to a Participant for articles of personal property damaged, lost or stolen in or about the Club facilities or during any Club activities or events. The Club shall not be responsible for or liable to a Participant for loss of or damages to any Participant's property including but not limited to automobiles and the contents thereof.
- C. Agreement Not to Sue. Participants, or Responsible Parties for a Participant fees, dues, and charges for goods and services incurred by the Participant, including completion of any required Community Service sessions. By signing the Participant Agreement, the Responsible Party accepts this liability and agrees to be bound by the terms of the Agreement. All sibling Participants, regardless of which parent or Guardian signs as the Responsible Party, will be treated as being on one account for the purposes of this Agreement and the RMR-USAV Membership Hold policy even though multiple Addendums may be signed.
- B. Fees. The Club will determine the amount and payment terms for fees and credit for fundraising amounts for the Participant's account. The obligation to pay stated fees is not dependent on the availability of all of the Club's facilities or assignment to a specific team. Failure by the Club to conduct a specific number of practice sessions or to participate in a specific number of tournaments, for any reason whatsoever, will not reduce or suspend the Participant's obligation to pay stated fees.
- C. Payment Plans, Late Fees or Returned Item Fees. All participation fee payments are due according to the schedule set out in the Participation Agreement Addendum. A \$35.00 Late Fee will be assessed to any account if the Responsible Party fails to make payments by the stated due date. In the event a check or credit card draft used to pay

fees is returned to the Club or refused for payment regardless of the reason for the refusal, a \$35.00 service fee will be assessed to the Participant's account and a cashier's check or money order will be required for all further payments.

- D. Delinquent Accounts. Participants failing to pay amounts due on their account within thirty (30) days of the stated due date will be classified as delinquent and will then become immediately liable for the account balance plus all costs of collection including reasonable attorney fees. Any delinquent account may be subject to the terms of the RMR-USAV Membership Hold Policy. All Participants having the same parent or parents, regardless of which parent signs this contract as the Responsible Party will be treated as one account for the purposes of this contract and the RMR-USAV Membership Hold policy.
- E. Prepaid Fees and Fundraising. Prepaid fees are non-refundable, unless otherwise provided in the Participation Agreement. All fundraising done in the name of Front Range Volleyball Club, Inc. is the exclusive property of the Club.

PARTICIPATION TERMINATION

- A. Involuntary Termination. The Club reserves the right to terminate this Agreement at any time that the Club, in its sole discretion, determines the Participant or the Responsible Party has failed to comply with any of the rules and regulations adopted by the Club, or for conduct the Club determines to be contrary to the fundamental purposes of the Club or inimical to the best interests of the Club. INVOLUNTARY TERMINATION of this Agreement by the Club does NOT reduce or suspend the obligation of the Responsible Party for the Participant to pay all fees and other indebtedness incurred as the result of signing this Agreement, including the obligation to complete Community Service sessions. A Participant whose account is thirty (30) days in arrears is subject to involuntary termination by the Club without further notice.
- B. Voluntary Termination. VOLUNTARY TERMINATION of this Agreement by a Participant shall NOT reduce or suspend the obligation of the Responsible Party for the Participant to pay all fees and other indebtedness incurred as the result of signing this Agreement, including the obligation to complete Community Service sessions.

LIABILITY WAIVER

- A. Assumption of Personal Risk. Participants, or Responsible Parties for a Participant, expressly agree that a Participant's use of the Club facilities and involvement in Club sponsored activities and events is at the Participant's own risk. The Club is not liable for any injuries or any damages to any Participant t, expressly AGREE NOT TO SUE the Club or its assigns, employees, directors or officers. Participants, or Responsible Parties for a Participant, expressly agree to INDEMNIFY AND HOLD HARMLESS the Club, its assigns, employees, directors and officers from any claims made or liabilities assessed against them as a result of the Participant's actions.

RULES AND REGULATIONS

- A. Non-Inclusive. The rules and regulations included in the Agreement and in this Parent-Player Handbook may not be all inclusive. The Club may make amendments to its rules and regulations from time to time. On all questions regarding the interpretation of and application of Club rules and regulations, the decision of the Head Coach is final.

CANCELLATION AND REFUND POLICY

- 1) The Responsible Party may cancel this Agreement if: 1) the Club goes out of business;
- 2) The Participant becomes ill or so severely injured while playing or practicing with the Club that he or she cannot practice or compete for more than 3 months (Disability);
 - a) The Participant must provide proof of a Disability by furnishing the Club with a written statement from a medical doctor certifying the Disability. b) The Participant will be readmitted to participate in the Club only with a written release from a medical doctor certifying his or her fitness to participate in Club activities.
- 3) In the event of the Participant's death.

B. Cancellation Notice. To cancel an Agreement, the Responsible Party must send a written Cancellation Notice to the Club at the address noted in 7.1 (A) with return receipt requested.

C. Refund. If the Club receives a valid Cancellation Notice, the Club will return any unused portion of prepaid fees to the Responsible Party within 10 days. The Club may retain that portion of the fees or collect that portion of the indebtedness incurred by the Participant that is equal to the proportionate value of the services, use of facilities, equipment, registration, and travel fees the Participant has already received from the Club.

PAYMENT TERMS

A. Statements. Participants will receive a monthly statement of amounts payable for fees and services used by the Participant (Account).

- 1) Accounts may be paid online with Visa or MasterCard. Checks, money orders or certified funds may be mailed to the Club:

Front Range Volleyball Club Inc.
8480 Upland Drive, Suite 100
Englewood CO 80112

GENERAL POLICY

A. Appropriate Dress. The Club expects all Participants to dress and behave in a manner that reflects well on the Club at all times. Determination of what this manner is lies solely with the Club. The Club reserves the right to determine, on an as-encountered basis, what is appropriate behavior and dress and what is not.

B. Use of Club Intellectual Property. The Club reserves the right, at all times and in all situations, to determine how its name, its documents, its graphics and any other of its intellectual property are used, including any duplication or depiction of them. Among other things, the Club reserves the right to require anything on the internet or in other media using its name, showing its uniforms, its facility, its staff or its Participants, or discussing the Club's activities to be removed if the Club determines, in its sole judgment, such use is not in the best interests of the Club. This includes but is not limited to all postings on personal or public Internet sites.

C. Damages by Participant. The Club requires any Participant damaging property owned by the Club or any facility used by the Club during practices, tournaments or any other function, to reimburse the appropriate entity for the damages before continuing participation in the Club. In some circumstances, the Participant may be dismissed from the Club in addition to having to make restitution.

D. Forms Required. All Participants must have the Medical Release form and Club Participation Agreement, signed by the Responsible Party, before they will be allowed to

participate in any activity with the Club. In addition, online registration in the RMR and AAU (if required for an event) must be completed prior to participation in club competition.

- E. Incident Weather. In the event of bad weather, a Club employee will contact you if practice or competition is canceled.
- F. Playing Time. Front Range has the philosophy that the Participant's performance and playing time IS LEFT TO THE DISCRETION OF THE FRONT RANGE COACH. The Coach determines the amount of PLAYING TIME for any Participant. This includes playing time at travel tournaments. In keeping with our Mission Statement and Purpose, we do not guarantee EQUAL playing time on any team or at any event.

PRACTICE

- A. Attendance. We expect all athletes to attend every practice. Only an illness serious enough to keep the athlete home from school or a genuine family emergency is a legitimate excuse for missing practice.
- B. Injured Athletes. Injured athletes who can attend school are expected to attend practice to support their team and be available to help where they can, even if they cannot participate fully in practice.
- C. Start Time. Scheduled practice time is start time. Please arrive early enough to be dressed and completely ready for practice by start time. This usually requires arriving approximately 15 minutes before start time.
- D. Late Arrival. If an athlete arrives late for practice, he or she must change into the practice gear, report to the coach and explain why he or she is late. The coach, in his or her sole discretion, will determine if any corrective action needs to be taken.
- E. Practice Uniforms. We require athletes to wear their practice uniforms to practice. This includes a specific FR practice t-shirt, solid colored shorts (spandex for the females), ankle braces and knee pads.
- F. NO FOOD, NO DRINKS (other than water) and NO CHEWING GUM IS NOT ALLOWED IN THE GYM AT OUR FACILITY.
- G. Water. Athletes are encouraged to bring water, in an unbreakable container, to practices and tournaments.

TOURNAMENTS

- A. Attendance. All athletes are expected to attend every tournament, both local and travel tournaments. IF AN ATHLETE CANNOT BE AT A TOURNAMENT, HE OR SHE MUST INFORM THE COACH AS SOON AS HE OR SHE KNOWS HE OR SHE WILL BE ABSENT. (There is a listing of competition dates available on our website.) It is the athlete's (not the parent's) responsibility to make arrangements with the coach if she cannot attend a tournament. Failure to attend a tournament or give adequate notice of a conflict may be grounds for the Club to cancel an athlete's Participation Agreement.
- B. Start Time. All athletes are expected to be in the gym, READY TO WARM-UP, at the scheduled time. This usually means the athlete needs to arrive at the site 10-15 minutes

prior to that time. Your coach will give you specific details for each local or out of state tournament.

- C. **NO FOOD, NO DRINKS** (other than water), and **NO CHEWING GUM ARE ALLOWED IN ANY PRACTICE OR COMPETITION GYM AT ANY TIME.** 1) Rules of most tournaments allow a tournament director to penalize a team if parents or team fans ignore this rule.
- D. **Demeanor.** Proper demeanor is expected of all Club Participants (athletes, parents, and fans) at all tournaments. This includes treating all members of the officiating crews with respect.
- E. **Uniforms.** Athletes will wear the specified FR uniform to all tournaments. This includes jerseys, spandex shorts, kneepads and socks.
 - 1) Uniforms must be clean, especially knee pads, socks and shoes.
 - 2) Athletes are not to wear bandanas, jewelry, glitter, noticeable makeup, or other non-uniform items during practice or competition.
- F. **Transportation.** Parents are responsible for providing transportation for their athletes to and from all tournament sites. Because of liability coverages, coaches are absolutely prohibited from driving an athlete to or from any practice or competition unless it is a true emergency.
- G. **Dismissal after play ends for the day.** **Athletes must stay at the tournament site until excused by the coach.** This means if your team is line judging and score keeping, all other players must stay until the match has finished.
 - 1) NOTE: Except for the starting times, most tournaments do NOT follow a set time schedule. Matches will begin 10 minutes after the end of the previous match. Because of this format, it is very difficult to determine exactly when a tournament will end. Expect to play all day.

OFFICIATING

- A. **Responsibility.** Officiating is the shared responsibility of the entire team. All Front Range athletes are required to help with the line judging, score keeping,
 - 1) Athletes will behave respectfully to all adults they encounter during a travel trip, whether with our travel party or otherwise.
- B. **Permissions:**
 - 1) Parents are responsible for their athlete's behavior and safety at all times during a travel trip.
 - 2) Athletes must report any illness, injury or other problem to the coach immediately.
- C. **Cell Phones.** While the athletes are with their coach, players will have access to their cell phone when the coach deems it appropriate.
- D. **Damage.** An athlete who damages any property at a lodging or playing facility will be personally responsible for damages.
- E. **Contraband.** An athlete found in possession of alcohol or tobacco, or who abuses drugs of any kind, will be sent home immediately at the expense of the Responsible Party.

F. Penalty. *An athlete who disobeys any travel rule, whether written here or not, may be sent home immediately at the expense of the Responsible Party.*

- 1) Violation of any travel rule also may result in the athlete being asked to leave the Club, depending on the evaluation of the situation by the Head Coach.

***Thank you for reviewing this information and we invite you to ask any questions at any time during the season.

Front Range Volleyball Club