



Gulf Coast Region Volleyball Association

Recruiting / Non-Recruiting Policy Acknowledgement & Agreement

Club Director Certification

The Gulf Coast Region Volleyball Association is committed to providing a fair, ethical, and athlete-centered environment for all member clubs. This Recruiting / Non-Recruiting Policy is intended to promote integrity, respect among member clubs, and protect the best interests of our athletes and families.

By signing this document, the Club Director acknowledges that they have read, understand, and agree to communicate and enforce this policy within their club organization.

Guiding Principles

Discipline should be directed toward the **club, club director, coach, parent representative, or other adult involved**—not the athlete—unless there is clear evidence that the athlete knowingly participated in deception, falsification, or rule violations.

Disciplinary action will be determined based upon:

- Severity of the violation
- Intent of the individual(s) involved
- Prior disciplinary history
- Available evidence
- Impact on the athlete, club, team, tournament, and Gulf Coast Region

The Region reserves the right to impose discipline appropriate to each individual case.

LEVEL 1 – Minor / First-Time Violation

Examples may include:

- Accidental or unclear communication
- A coach answers more than appropriate after being contacted first by a family
- A vague social media post or comment
- Public communication creating confusion without targeting a specific athlete
- No evidence of intentional recruiting
- First-time violation with limited impact

Disciplinary Actions

- Written warning issued to the Club Director and/or coach
- Required Recruiting Policy review or educational training
- Documentation maintained by the Region
- Written guidance issued to prevent future violations

Disciplinary Fine **\$500**

A disciplinary fine of **\$500** shall be assessed to the violating club. Payment shall be made to the Gulf Coast Region within **10 days** after the Region has completed its review, issued a final decision, and provided written notice of the disciplinary action.

Failure to remit payment by the due date may result in additional sanctions, including loss of Region Good Standing, suspension of Region membership privileges, or other disciplinary actions deemed appropriate by the Region until the fine has been paid in full.

LEVEL 2 – Direct / Serious Recruiting Violation

Examples may include:

- Direct contact with another club's athlete through text, email, social media, phone calls, or in-person conversations
- Encouraging an athlete to leave another club
- Recruiting at tournaments, camps, school events, practices, or open gyms
- Using parents, current players, former players, or third parties to recruit athletes

- Promising team placement before tryouts
- Promising playing time
- Offering discounted dues, free gear, reduced fees, or other incentives
- Continuing contact after being asked to stop
- Recruiting multiple athletes from another club
- Negative recruiting by criticizing another club, coach, or program

Disciplinary Actions

- Written Notice of Violation
- Coach suspension from Region events for 1–2 event dates or up to 30 days
- Club probation for the remainder of the season or up to one full season
- Required meeting with the Region Recruiting/Ethics Committee
- Corrective Action Plan submitted by the club
- Club Director appearance before the Region Board if requested
- Loss of Region Good Standing until all requirements are completed

Disciplinary \$1,500

A disciplinary fine of **\$1500** shall be assessed to the violating club. Payment shall be made to the Gulf Coast Region within **10 days** after the Region has completed its review, issued a final decision, and provided written notice of the disciplinary action.

Failure to remit payment by the due date may result in additional sanctions, including loss of Region Good Standing, suspension of Region membership privileges, or other disciplinary actions deemed appropriate by the Region until the fine has been paid in full.

LEVEL 3 – Major / Intentional / Repeat Violation

Examples may include:

- Pattern of recruiting violations
- Club Director knowingly approving or encouraging recruiting
- Repeat violation within the current or previous season
- Recruiting during protected school or club seasons
- Retaliation against athletes, families, clubs, or individuals reporting violations
- False memberships or duplicate registrations
- Falsified rosters or documentation
- Knowingly using an ineligible athlete
- Organized efforts to conceal recruiting activity
- Repeated violations while on probation
- Conduct damaging the integrity of the Gulf Coast Region or USA Volleyball
- Recruiting causing significant harm to an athlete, team, club, or event

Disciplinary Actions

- Coach suspension for the remainder of the season or one full season
- Suspension of Club Director leadership privileges for a defined period
- Club probation for one to two years
- Loss of Region event hosting privileges
- Loss of Region bids, seeding consideration, special event approvals, or Region support
- Suspension of Region membership privileges
- Denial of future Region sanctioning
- Referral to USA Volleyball, SafeSport, Ethics, Eligibility, or other governing bodies when appropriate
- Public notification to affected parties when appropriate

Disciplinary Fine \$5,000

Additional reimbursement may include:

- Administrative expenses
- Investigation costs
- Tournament or event fees
- Damages resulting from the violation

A disciplinary fine of **\$5000** shall be assessed to the violating club. Payment shall be made to the Gulf Coast Region within **10 days** after the Region has completed its review, issued a final decision, and provided written notice of the disciplinary action.

Failure to remit payment by the due date may result in additional sanctions, including loss of Region Good Standing, suspension of Region membership privileges, or other disciplinary actions deemed appropriate by the Region until the fine has been paid in full.

Additional Possible Penalties

The Gulf Coast Region may impose additional sanctions when warranted.

Loss of Hosting Rights

A club may lose the privilege of hosting Region-sanctioned events for one season or longer.

Loss of Region Good Standing

A club not in good standing may lose eligibility for:

- Event approval
- Bid support
- Seeding consideration
- Scheduling preferences
- Region grants
- Other Region privileges

Mandatory Education

The Club Director, coaches, and club staff may be required to complete Region-approved Recruiting Policy education before participating in Region activities.

Probation

Any additional violation occurring during a probationary period may automatically result in advancement to the next disciplinary level.

Administrative Investigation Fee

When a formal investigation is conducted, the Region may assess an administrative fee.

Recommended Amount: \$250–\$500

Due Process

Before disciplinary action is imposed, the accused club, coach, or representative shall receive:

- Written notice of the alleged violation
- An opportunity to respond
- A fair review of all available evidence

Evidence may include, but is not limited to:

- Text messages
- Emails
- Social media communications
- Screenshots
- Witness statements
- Membership records
- Rosters
- Phone records
- Registration history
- Other relevant documentation

Final discipline shall be determined by the Gulf Coast Region based upon the severity of the violation, intent, prior history, available evidence, and overall impact on the athlete, club, event, and Region.

Region Policy Statement

Recruiting complaints will be reviewed by the **Gulf Coast Region Recruiting Review Committee** or other designated Region authority.

Disciplinary action may include, but is not limited to:

- Written warnings
- Fines
- Probation
- Coach suspension
- Club Director suspension
- Loss of hosting privileges
- Loss of Region Good Standing
- Referral to USA Volleyball or other governing bodies
- Any additional sanctions deemed appropriate by the Region

Whenever possible, discipline will follow a progressive model. However, serious, intentional, repeated, fraudulent, or harmful violations may result in immediate enhanced disciplinary action.

Club Director Acknowledgement

I certify that:

- I have read and understand the Gulf Coast Region Recruiting / Non-Recruiting Policy.
 - I agree to educate all coaches, staff members, parent representatives, and volunteers associated with my club regarding these policies.
 - I understand that I am responsible for ensuring my club complies with these standards.
 - I understand that failure to comply may result in disciplinary action against my club and/or individuals associated with my organization.
 - I acknowledge that disciplinary actions and fines are recommendations and that the Gulf Coast Region Board or its designated committee retains the authority to determine appropriate sanctions based on the facts of each case.
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Club Information

Club Name: _____

Club Director: _____

USAV Club Number: _____

Email: _____

Phone: _____

Certification

I acknowledge receipt of this policy and agree to abide by its provisions.

Club Director Signature: _____

Printed Name: _____

Date: _____

Gulf Coast Region Volleyball Association

Region Representative: _____

Signature: _____

Date: _____

Annual Certification Required: This acknowledgment shall be signed by each Club Director annually as a condition of Gulf Coast Region club registration and membership.

Club Recruiting Policy Requirement

Each member club shall maintain a written Recruiting / Non-Recruiting Policy that is readily accessible on the club's website for athletes, parents, coaches, and club representatives.

The Club Director is responsible for ensuring that the recruiting policy is reviewed annually with all coaches, staff, and parent representatives. The policy shall also be presented and discussed during club informational meetings, parent meetings, coach meetings, or other appropriate club orientation sessions to ensure all participants understand the Region's recruiting expectations and ethical standards.

Failure to communicate and maintain a recruiting policy may be considered when determining disciplinary action for recruiting violations.