

## Scouting & Recruiting Policy- 2019/2020 Season

### School Season

Volleyball Alberta strongly encourages the volleyball community to work cooperatively to ensure all volleyball participants have a positive experience by following these principles and rules.

1. Athletes, parents, club and team representatives are free to communicate with athletes after June 1. A parent and/or a school coach should be present during any information exchange between a club and athlete.
2. Volleyball Alberta club or team representatives may not contact an athlete during school hours, practices, tournaments or league/exhibition games. They may do so after these activities but must have the permission of the athlete's school coach and/or parent(s) first before approaching the athlete.
3. Occasionally a player may initiate contact with a club coach. If this is done during school hours, practices, tournaments or league/exhibition games; then it is the club coach's responsibility to inform the athlete they can have a conversation after the activity and once they have received the school coach and/or parents' permission.
4. Scouting and recruiting can begin on June 1.
  - No communication or recruiting of club athletes can occur from the end of the Nationals until May 31.
  - Clubs are strongly encouraged NOT to facilitate any programs during the school season to prevent athlete burnout, overtraining, and/or overuse injuries.

### Club Season

Volleyball Alberta strongly encourages the volleyball community to work cooperatively to ensure all volleyball participants have a positive experience by following these principles and rules.

1. Recruiters, coaches or scouting agency representatives are NOT allowed to contact an athlete while their team is still participating in a tournament.
2. Recruiters can speak with an athlete once their competition is over but must have consent from their coach and/or parent(s).
3. Recruiters must introduce themselves and the institution/organization they represent to tournament staff upon arrival; ideally recruiters will email Volleyball Alberta in advance with their information at [info@volleyballalberta.ca](mailto:info@volleyballalberta.ca).
4. Tournament staff has the right to ask a recruiter/coach to leave the gymnasium or venue if recruiting practices are not respected.
5. Occasionally a player may initiate contact with a recruiter/post-secondary coach. If this is done during school hours, practices, tournaments or league/exhibition games; then it is the recruiter's responsibility to inform the athlete they can have a conversation after the activity and once they have received the coach and/or parents' permission.
6. Volleyball Alberta is responsible for reporting all infractions to the appropriate association, athletic conference(s) and/or member institution. Violation of these rules, or the spirit of these rules, may result in sanctioning of a recruiter/coach.

7. All club coaches are obligated to report any recruiting practices they feel do not meet the above regulations. Club coaches should be aware that casual interaction between post-secondary coaches/recruiters and athletes during a tournament is acceptable, so long as conversations and contact do not involve recruitment.

## Team Alberta

1. The Provincial Team Program will not be used as a vehicle for recruitment by clubs, colleges, universities and/or private agencies. Recruitment of any sort during Team Alberta training and competition periods by anybody, including the Provincial Team staff, will not be permitted and are grounds for dismissal.
2. Provincial team coaches will identify athletes at Volleyball Alberta events. Athletes will be notified after a tournament or near the end of the indoor season.
3. Provincial team coaches are not permitted to contact and recruit athletes during their participation in a competition.

## Scouting & Recruiting Adherence Policy

Volleyball Alberta reserves the right to investigate any possible tryout infractions regardless of how VA learns about the incident. This is a self-policing policy and all VA members are obligated to report any infractions and cooperate fully with the investigation. If Volleyball Alberta determines an offense has occurred, any one or a combination of the following sanctions will be taken, depending on the severity of the offense:

- Letter of reprimand.
- Fine of up to \$1000.
- Suspension for up to one year from all Volleyball Alberta events, beginning from the date when the investigation concluded to the individual, team or club.
- Indefinite suspension from Volleyball Alberta events, beginning from the date when the investigation concluded to the individual, team or club.
- Individuals, teams, or clubs suspended for more than one year must apply in writing for reinstatement as a member in good standing. Approval for reinstatement will be contingent upon a full review of the application by Volleyball Alberta.

When reporting a possible infraction please include the following information:

- Date of infraction.
- Offending club.
- Any type of non-subjective documentation that supports a violation to the policy, which includes but is not limited to: a) Website links, b) Emails and or texts, c) Publications (newspaper ads, flyers etc.), d) Receipts, e) Contact information for the person reporting the incident.

All complaints can be forwarded to Jim Plakas at [jplakas@volleyballalberta.ca](mailto:jplakas@volleyballalberta.ca). An individual, team or club may appeal a sanction through the [Volleyball Alberta Appeals Policy](#).