

## North Texas Region – Offer & Acceptance Policy Explanation

Revised: March 2018

This document is to help clarify the Offer & Acceptance policy. Included is a brief explanation of the policy, the Do's & Don'ts of the Process, and an explanation of the Online Commitment System.

**Definition of "Recruit"** A Recruit is considered to be an Athlete or Athlete's family who is not currently a member of your club in the USAV registration system.

**Definition of "Club"** Within this Policy **CLUB, CLUB STAFF, or CLUB REPRESENTATIVE** is any of the following: "Any current USAV Adult member affiliated with such USAV sanctioned club organization that is a member of NTR. This shall include any directors, coaches, staff, chaperones, managers, or other adult members within the organization."

**Definition of "Athlete"** Within this Policy, an Athlete is any of the following: "Player, Parent(s) or Guardian(s) of such player that is being made an offer and accepting the offer."

**Evaluation Window:** The Evaluation Window for the upcoming USAV season shall start on the first day after the last day of competition for all age groups at the USAV GJNC. This window lasts until the Acceptance Date.

**Acceptance Date:**     15s-18s: No sooner than the third Saturday of July  
                              All Other Age Groups: No sooner than the fourth Saturday of July

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### **Brief Offer & Acceptance Policy Explanation:**

See Junior Handbook for Full Offer & Acceptance Policy (Pending Vote by Board)

Club Staff making or discussing offers to join any specific team for the upcoming USAV season with any Recruit before the start of the Evaluation Window is prohibited. In addition, it is prohibited for Club Staff to discuss the upcoming season with any Recruit at USAV sanctioned tournaments before the Evaluation Window. Clubs may discuss specific teams for the upcoming season with current members of their club.

You cannot accept any payment or other consideration, nor can you make any binding offers for the upcoming club season during the Evaluation Window. Clubs may make an offer and may accept any forms of payment on or after the Acceptance Date.

An Online Commitment System will be used to ensure the offer and acceptance by both parties. Once this offer has been accepted by an Athlete it is impermissible for any other Club Representative to approach that Athlete about a position in any other club. It is also a violation for that Athlete to pursue an offer from a different Club or Club Representative. All athletes must register/renew their membership with North Texas Region of USA Volleyball on or after September 1 and select the club they have accepted the offer with. Selecting a club during USA Volleyball registration other than what is indicated in the OCS may result in sanctions to the Athlete and/or Club. If the wrong club was selected by accident during the membership registration process, please contact the North Texas Region – USAV office.

Violations of the Offer and Acceptance Policy may result in sanctions for Clubs and/or Athletes ranging from a probationary warning to athletes or clubs not able to participate in qualifying events or any USAV events. Should these policies be deliberately or maliciously abused, the offender may be subject to the most severe of sanctions.

Note: The Online Commitment System will inform Club Directors of athlete's Status of "Available" or "Committed to a Club" by name search and comprehensive reports. Clubs are responsible for knowing/checking the Status of athletes in consideration for a team. If Clubs choose not to view the information provided, this does not excuse them of their responsibility to follow the Offer & Acceptance Policy.

## NTR Offer & Acceptance Policy Do's & Don'ts for Clubs and Athletes

	<b>YOU CAN...</b>	<b>YOU CAN NOT...</b>
<b>Discussions with "Recruits"</b>	<p><b><u>Before the Evaluation Window...</u></b>  Clubs may have Recruits at clinics, camps, lessons</p> <p>Clubs may discuss your club, and interests your 'club' has at your events</p> <p>Clubs may send out promotional media about upcoming events and club information</p> <p>Athletes/Recruits may attend camps, clinics, lessons with any club</p> <p><b><u>During Evaluation Window...</u></b>  Clubs may hold tryouts, and evaluations</p> <p>Clubs may discuss roles on a specific team</p> <p>Clubs may accept payments during this period for Clinics, Leagues, Camps, Lessons, Beach, and Performance Training. All fees for any activities must meet the criteria of being reasonable fees for reasonable items related or unrelated to the upcoming USAV season.</p> <p>Athletes/Recruits may be evaluated by as many clubs as they want.</p>	<p><b><u>Before the Evaluation Window...</u></b> Clubs may not discuss a specific team</p> <p>Clubs may not hold events with "Evaluation" or "Tryout" in the name, unless the event name specifically indicates the evaluation/tryout is for something other than club volleyball (e.g., beach, league teams are allowed). Any event required to be considered for a USAV team is not allowed</p> <p><b><u>During Evaluation Window...</u></b>  Clubs may not make a binding offer</p> <p>Clubs may not take money for club season fees</p>
<b>Discussions with Families from your Club</b>	<p><b><u>Before and During the Evaluation Window...</u></b>  Clubs may discuss roles on a specific team at any time with Athletes from their own club</p>	<p><b><u>Before and During the Evaluation Window...</u></b>  Clubs may not make a binding offer</p> <p>Clubs may not take money for club season fees</p>
<b>After the Acceptance Date</b>	<p>Clubs may continue to have tryouts and evaluations</p> <p>Clubs may make binding offers for Athletes to play on an USA Volleyball team and begin accepting payments for the team</p> <p>Clubs may continue to offer Athletes that have not accepted an offer to play for another club</p> <p>Athletes may attend Camps, Clinics, Lessons, and Events with "Club B" after the athlete has accepted "Club A's" offer. However, neither "Club B" nor the committed athlete may discuss a role on "Club B's" team.</p>	<p>After an Athlete accepts an offer to play with a club for USAV, Athletes may not pursue an offer from a different club</p> <p>Clubs may not recruit an athlete to play for their club after the athlete has already accepted an offer from another club</p>

Full definitions of CLUB, ATHLETE, RECRUIT, EVALUATION WINDOW, ACCEPTANCE DATE may be found on the first page of the document titled *North Texas Region – Offer & Acceptance Policy Explanation*

## The Online Commitment System (OCS)

The Online Commitment System (OCS) shall be used to ensure the offer and acceptance by both the Club & Athlete. The OCS will provide real-time status of athletes so that clubs can ensure they are not in violation of the Offer & Acceptance Policy.

### What the OCS does...

- All USAV North Texas Players from the previous years will already be in the system
- The System will send an email offer to the email you provide.
- **During the Athlete search, it will inform Clubs if an Athlete has already accepted an offer from another team**
- If multiple offers are made to the same athlete (in the OCS), when an athlete accepts an offer with a club...
  - o all Clubs with offers to the athlete will be notified when the athlete commits to a team
  - o the offer will automatically be removed from all other club's offer list.
  - o The OCS will not allow the athlete to accept more than one offer
- If Clubs do not find the athlete in the OCS, Clubs may submit the athlete's name and information; however, Clubs may NOT be notified if the athlete commits to another club... and the offer will NOT automatically be removed from Club's offer list if the athlete accepts another offer (this is because there is no way to insure the multiple offers made to the same athlete if a club manually enters the athlete).
- **The system will provide an updated (live) report of Athletes committed to clubs.**
- When Clubs make an offer to an athlete, Clubs are to provide web links (website or PDF) of the club's "prerequisites". These prerequisites may include...
  - o Club Dues or Costs information so families know the financial obligation
  - o Athlete Agreement/Contract or additional terms
  - o Clubs are encouraged to provide information such as proposed practice nights
  - o The offer will include a specific team for your Club
- An Athlete's Parent or Guardian must accept the offer, they must submit their name during the acceptance step.
- After an Athlete accepts the offer online, the Club Director, must "ACKNOWLEDGE" that the acceptance terms have been met. Clubs are acknowledging that the Offer and Acceptance process is complete including consideration and signing of any agreements.
  - o Clubs will have 48 hours to Acknowledge an athlete's acceptance after the Athlete has accepted the offer in the OCS.
  - o If Clubs do not Acknowledge an athlete's acceptance within 48 hours, the Athlete's status will be changed in the OCS to allow the athlete to speak with other clubs.
- Once an Athlete accepts the offer online (prior and after club "Acknowledgment"), the athlete will appear in the system as an athlete committed to the club. At this time, it is impermissible for any other club to approach the athlete about a position in any other club. It also a violation for that athlete (or family) to pursue an offer from a different club.

### What the OCS does not do...

- The system WILL NOT have contact information or emails of the athletes. If you wish to offer an athlete, you must submit the email address of the parent.
- The system WILL NOT require an athlete to have a log in or password (only clubs have logins)

### Possible Consequences for Clubs not using the OCS...

- Status of Athletes committed to your club will show in the system as being "Not Committed"
- Clubs may communicate with Athletes committed to your club without being in violation of policy.
- The procedure to for athletes to change clubs, provides the Club Director to be involved in the process and an opportunity for rebuttal IF they use the OCS.
- Club Representatives are responsible for knowing/checking the Status of athletes in consideration for a team. The information on athlete's Status of "Available" or "Committed to a Club" is available to all Club Directors. If the Club Representatives choose not to view the information provided, this does not excuse them of their responsibility to follow the Offer & Acceptance Policy.

**Procedure for an Athlete to Change Clubs After Acceptance in the OCS**

The procedure below is to be used during the time after the Acceptance Date and prior to the athlete’s membership registration with North Texas Region of USA Volleyball, which begins no earlier than September 1. If athletes wish to request to change clubs after September 1 from the club selected in their USA Volleyball membership, they must follow the Member Transfer Policy in the Junior Participation/Competition Handbook.

**If an athlete wants to change clubs from the online commitment system, follow the procedures below...**

- 1) Contact the club director of the club you selected in the Online Commitment System (OCS).
- 2) The two parties must work out their contract/agreement. The North Texas Region takes no responsibility with Club/Athlete financial agreements. If the Club Director releases the athlete, the athlete will immediately be allowed to communicate with other clubs.
- 3) If an Athlete/Family is not satisfied with the results of Steps 1 & 2, they submit a *"Request to Speak with Other Clubs for Evaluation"* from the North Texas Region accompanied with \$100 processing fee.
- 4) The Club Director in the OCS will be informed of the athlete’s request immediately.
- 5) If the Club Director releases the athlete, the athlete will immediately be allowed to communicate with other clubs
- 6) If the Club Director does NOT release the athlete, the Athlete/Family must submit in writing facts as to why they wish to change clubs.
- 7) After receiving the Athlete’s/Family's written facts, the Club Director will have 24 hours to submit a written rebuttal.
- 8) The NTR Executive Director or Juniors Coordinator at this time may make a ruling as to allow/deny the athlete/family to speak to other clubs or may request additional information.

If an athlete, already committed to a club, chooses to play for another club or be evaluated for another club without following the above procedures, the North Texas Region may decide the Athlete and/or the Club is in violation of the NTR Offer and Acceptance Policy.

All athletes must register/renew their membership with North Texas Region of USA Volleyball on or after September 1 and select the club they have accepted the offer with. Selecting a club during USA Volleyball registration other than what is indicated in the OCS may result in sanctions to the Athlete and/or Club. If the wrong club was selected by accident during the membership registration process, please contact the North Texas Region – USAV office.

After an athlete accepts an offer from a club, the Athlete is in violation if...

- the Athlete speaks to other club about a position on an upcoming USA Volleyball team.
- the Athlete selects a club in the USAV membership registration process other than the one selected in the OCS

After an athlete accepts an offer from a ‘Club A’ in the OCS, then ‘Club B’ is in violation if...

- the ‘Club B’ speaks the athlete about a position on one of their upcoming USA Volleyball team.
- the Athlete selects ‘Club B’ in the USAV membership registration process and the ‘Club B’ is not willing to release the athlete.

**Possible Sanctions for Violation of the Offer & Acceptance Policy**

<b>Sanctions for Club</b>	<b>Sanctions for Athlete</b>
<ul style="list-style-type: none"> <li>- Monetary Fine</li> <li>- Postpone the Acceptance Date for their club the next year</li> <li>- Club Status as “Not in Good Standing”</li> <li>- Sanctions may be placed on a Coach which may include probation or loss of membership</li> <li>- The team with a sanctioned athlete may not be allowed to participate in certain events such as Bid Events are North Texas Regionals</li> <li>- Entire club may not be allowed to participate in region</li> </ul>	<ul style="list-style-type: none"> <li>- Sanctioned Athlete may not be allowed to participate in certain events such as Bid Events are North Texas Regionals</li> <li>- Sanctioned Athlete may not be allowed to participate in the region</li> <li>- Sanctioned Athlete may lose certain membership privileges</li> </ul>

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