

Final Project
Rachel Kass
TWC 531
Summer A Session 2020

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I) INTRODUCTIONS

CO-DIRECTORS	Janice Siebert	Mobile: 262-442-6512
	Anne Slattery	Mobile: 414-659-2663
	Club E-mail	penguin@midwestpenguins.com
	Web-Site	www.midwestpenguins.com

II) WELCOME

CONGRATULATIONS!!! You have been selected to play for the **MIDWEST PENGUINS Volleyball Club**. We are both excited and proud to have you as part of our Penguin family.

This handbook contains information for both you and your parent(s)/guardian(s). It is imperative that you and your parent(s)/guardian(s) read and understand its contents. Your understanding and acceptance of this information will ensure your success as part of the Midwest Penguins Volleyball Club.

III) GOALS

- 1) Develop and promote the educational advancement of our coaches in all aspects of the sport.
- 2) Develop and promote communication with coaches, parents, players, and media.
- 3) Schedule regular meetings with the club, co-directors, coaches, and other interested individuals.
- 4) Provide sponsorship and fund-raising opportunities.
- 5) Promote and develop elite teams for competition.
- 6) Emphasize teamwork, skill development, leadership, and personal growth.
- 7) FUN!!! ☺ ☺

IV) ATTENDANCE

Due to our schedule and the program's commitment towards the technical and physical development process, attendance and promptness are MANDATORY.

In order to achieve the goals of the program, each athlete will be expected to prioritize his/her schedule with great time management skills, so that there are no schedule conflicts. It is understood that situations may arise that create a conflict, which will be excused; however, three unexcused absences during the season will result in immediate dismissal from the club.

Each player is expected to arrive at least 10 minutes early, and be dressed for practice before practice begins.

In all cases, it is the responsibility of the athlete to inform his/her coaches a minimum of 24 hours in advance if a problem arises. It is also the responsibility of the athlete to confirm the time and location of the next practice or event.

V) FACILITIES

CENTER COURT

815 Northview Road, Waukesha, Wisconsin 53188
Snow Phone: 262-548-3838

MARQUETTE REC PLEX

915 West Wisconsin Avenue Milwaukee, Wisconsin 53201
Phone: 414-288-7778

PEWAUKEE HIGH SCHOOL

Snow: Listen for radio or television announcement.
472 Lake Street, Pewaukee, Wisconsin 53072
Phone: 262-691-2100
Snow: Listen for radio or television announcements.

****SNOW POLICY****

Practice will only be cancelled if the community has announced the specific school/school system closed and/or recreational activities are cancelled.

VI) PRACTICE RULES – (GENERAL)

- 1) There is no sitting down in practice unless so instructed by your coach.
- 2) Practice will start on time and will end when all the equipment is returned to its place.
- 3) All taping and putting on of gear will be done at least five minutes prior to practice commencing.
- 4) Run when called over by the coach for instructions.
- 5) Shag balls during all drills quickly and efficiently. Do not let the balls ~~just~~ roll and assume others will gather. Be attentive to this detail to reduce any danger of balls rolling in to or near play.
- 6) Do not talk to teammates while the coach is giving instructions or talking. At the end of the instruction, the coach will address any questions that a player may have.
- 7) If you must leave the practice site or the practice itself for any reason, you must notify a coach.
- 8) Players must report any injury or illness immediately to their coach.
- 9) Failure to maintain emotional control during practice or a tournament will lead to dismissal from all or part of ~~said~~ event.
- 10) No profanity ~~is~~ allowed at any time by any member of the ~~P~~enguin family.
- 11) Mentally prepare yourself for each practice. Concentrate and focus on improving your skills at this time.
- 12) All players will wear kneepads in practices and tournaments.

VII) TRAVEL RULES

Travel to and from practice will be the responsibility of the athlete and their parents. We suggest that individuals living in the same general area form ~~car~~ pools. The following guidelines will be strictly adhered to when traveling to tournaments outside the Milwaukee/Waukesha County areas.

1. Itineraries will be given to each athlete before each tournament. The tentative schedule in the itinerary is to be followed unless otherwise specified. Itineraries will include:
 - a. Meeting ~~p~~laces
 - b. Meeting ~~t~~imes
 - c. Directions to ~~t~~ournaments
 - d. Schedule of play when available
2. Only adult drivers (age 18 or older) will be allowed to drive to out of town tournaments. Out of town is defined as distance greater than 50 miles from the Milwaukee County Zoo. Every athlete will attend and participate in all activities unless excused by a coach. If overnight lodging is required:
 - a. Athletes will stay with their parents ~~,~~ or another family of their team. (Team rooms may be available.)
 - b. Members of the opposite sex may not enter the team room for any reason.
 - c. Curfews will be set and enforced by the coaching staff.
3. A player found disobeying the rules set forth by the coaching staff or team chaperone will result in immediate suspension. A player may be reinstated or expelled following a review.

VIII) POLICIES AND PROCEDURES

- 1) The Midwest Penguins require that parents and players complete all paperwork and remit all dues or fees before a player receives equipment and is allowed to practice or participate in tournaments.
- 2) If for some reason, a player quits or is expelled from the Midwest Penguins, ALL MONIES DUE MUST BE PAID IN FULL that would have been their responsibility. Any legal fees incurred by the Midwest Penguins in an attempt to collect dues or fees, will be the responsibility of the parent(s) or guardian(s) and the player that has left the club.
- 3) All paperwork and monies should be mailed to the address below, or given to a co-director (Janice Siebert or Anne Slattery) **directly**.

MAILING ADDRESS: Midwest Penguins
N27W22444 Burningwood Lane
Waukesha, WI 53186

- 4) All checks or money orders should be made payable to: **MIDWEST PENGUINS**
- 5) All dues and fees paid to Midwest Penguins Volleyball Club are **NON-REFUNDABLE, WITHOUT EXCEPTION.**

Parents, guardians, and players must act in accordance with all court, gym, tournament, and Midwest Penguins Volleyball Club rules of decorum and etiquette. Midwest Penguins Volleyball Club practices a "No Tolerance" policy. Any behavior deemed by Midwest Penguins Volleyball Club directors, coaches, and/or staff as unacceptable and/or inappropriate, will be grounds for a penalty not short of barring an individual from practices and tournaments or immediate dismissal of a player. No refunds will be issued.

IX) FEES

Girls 11 Regional Teams: Club dues are \$1,100.00 plus 5.1% sales tax, total \$1,156.10.

This includes team uniform jerseys, spandex, ball, warm-up, embroidered bag, practice facilities, coach's stipend, administration expense, other equipment, and 8-10 tournament dates. And there are of course...additional surprises.

You may write one check for **\$1,156.10** or make 3 payments.

All dues are payable in three installments: December, January, & February.

Please write 3 checks dated 12/1/2020, 1/10/2021, and 2/10/21 in the amount of **\$385.37** (\$366.67, plus sales tax)

Girls 12 Regional Teams: Club dues are \$1,450.00 plus 5.1% sales tax, total \$1,523.95.

This includes team uniform jerseys, spandex, ball, warm-up, embroidered bag, practice facilities, coach's stipend, administration expense, other equipment, and 11-13 tournament dates. ~~And there are of course...additional surprises.~~

You may write one check for **\$1,523.95** or make 3 payments.

All dues are payable in three installments: December, January, & February.

Please write 3 checks dated 12/1/2020, 1/10/2021, and 2/10/21 in the amount of **\$507.98**

Midwest Penguin Volleyball | 2021

\$507.98 (\$483.33, plus sales tax)

Girls 13-18 Teams: Club dues are \$1,800.00 plus 5.1% sales tax, total \$1,891.80.

This includes team uniform jerseys, spandex, ball, warm-up, embroidered bag, practice facilities, coach's stipend, administration expense, other equipment, and 14-16 tournament dates. ~~And there are of course...additional surprises.~~

You may write one check for **\$1,891.80** or make 3 payments.

All dues are payable in three installments: December, January, & February.

Please write 3 checks dated ~~12/1/2020~~19, 1/10/2021~~0~~, and 2/10/2021~~0~~ in the amount of ~~ff~~ **\$630.60** (\$600.00, plus sales tax).

Notes:

1. March payment for a weekend qualifier will be due for teams traveling to a 3-day qualifier in MO, IN, GA, or MN. Amount will be \$250.00 and due by 3/10/2021~~0~~
2. A deposit for Nationals will be collected in March or when a bid is secured. The amount of deposit will be \$300.00. Additionally, we will work with ECHO to further support the teams with the 8th ~~a~~Annual Big Ball Bash event. Final amount will be due in June based on team costs for Nationals.

If a team chooses to attend a national qualifier tournament out of state, ~~;~~ such as Northern Lights Qualifier held in Minneapolis, MN or the Mid-East Qualifier held in both Indianapolis, IN ~~and~~; St Louis, ~~in MO, Atlanta in GA,~~ or other, then the related costs for such a tournament will be divided among the team participants. Examples of related costs are: tournament entry fee, ~~c~~Coaches travel and lodging, ~~c~~Coaches stipend, & administrative costs. Players will receive an invoice for the additional event, which will be due upon receipt.

If teams qualify for the USAV Girls Junior National Championships or other tournaments beyond ~~m~~Mid-May, a deposit will be required at the time of notification and acceptance of the bid. The ~~d~~Deposit amount will be half the estimated costs. Total costs will be determined based on the location of travel and other variables. Bids cannot be declined once earned. *If a team declines after acceptance, the entire club forfeits the right ~~to~~ attend Nationals for the next full USAV club season.*

X) FEE TABLE SUMMARY

	11 Black/Red	12 Black/Red	13-14-15-16-17 Black	13-14-15-16-17 Red	13 White
Dues	1,100.00	1,450.00	1,800.00	1,800.00	1,800.00
Tax 5.1%	56.10	73.95	91.80	91.80	91.80
Full Amount	1,156.10	1,523.95	1,891.80	1,891.80	1,891.80
Weekend Qualifer	-	-	250.00	250.00	250.00
Grand Total	1,156.10	1,523.95	2,141.80	2,141.80	1,891.80
Payment date below					
Nov Pmt (12/1)	385.37	507.98	630.60	630.60	630.60
Jan Pmt (1/10)	385.37	507.98	630.60	630.60	630.60
Feb Pmt (2/10)	385.37	507.98	630.60	630.60	630.60
Mar Qualifier Pmt (3/10)			250.00	250.00	250.00
Mar Nationals Deposit (3/10)			300.00		

XI) COMMITMENT TO USAV

Your commitment to the Midwest Penguins and USAV is very important. Thus, while competing with the Midwest Penguins Volleyball Club, which is associated with USAV, one may not compete in another select type organized volleyball program.

XII) RELEASE POLICY

Your accountability to the Midwest Penguins organization continues until your team has fulfilled its commitment to the team and the organization. The Midwest Penguins will release players when the competition season is completed upon request. Special circumstances may be considered; such circumstances will be reviewed by the staff and final determination will be made by the club directors.

XIII) LIABILITIES

All coaches must inform their players, parents or guardians that they risk bodily injury, including paralysis, dismemberment, and death, as well as loss or damage of property. In addition, they must inform them of the USA Volleyball policy that prohibits any player from transferring teams during the season once that player has represented a team or club in a USA Volleyball sanctioned tournament or has registered with a club unless under special circumstances (see Junior National Player Representation, page 4).

XIV) COACH/PLAYER/PARENT TRIAD

By choosing Midwest Penguins, you have chosen to be affiliated with one of the best clubs in the Badger Region. This status is the direct result of over a two decades of decade-long commitment to excellence by the Club Directors and the coaching staff (past and present). The hard work and commitment of our players and the support of their families help continue that tradition.

We have been fortunate to find a number of quality coaches. But the pool of qualified coaches is not very deep. We, therefore, need to take action to ensure that our coaches have a positive experience when coaching for our club. To that end, we need your help and cooperation.

Coaches "volunteer" to coach because they love the game and they are anxious to give something back to the sportgame that has provided them with so many rewarding experiences and valuable life lessons. Our coaches are compensated for their services; s—hHowever, that compensation falls far below minimum wage for the countless hours that they put in for the sake of coaching our players (your child).

Coaches are responsible for every player on their team, never to any one specific player. More importantly, coaches are responsible for to their team as a whole. That means they have to consider the totality of circumstances with respect to every decision they make. There are long term and short term goals for every team. A coach must consider many factors when making decisions concerning who plays, where, and when.

Our coaches are doing their best to ensure the success of the team. We take our responsibility very seriously. Each coach wants to help every individual player be successful. Coaches are instructed to attempt to make every player a valuable contributing member of the team. Parents need to support their child in whatever that role may be. That “role”, whatever it may be, may change from season beginning to season end. Parents need to support their child in that role.

Players and parents should look at their experience in the context of the season and not on a match-by-match basis.

Just as every player has strengths and weaknesses, every coach has strengths and weaknesses. Moreover, every coach has a unique style that they bring to practices and to games. No one style is right ~~or. No one style is~~ wrong. They are just different. A coach who is openly second-guessed or whose motives are questioned will not be as effective as a coach who is supported by the team and the team’s families. These actions also demoralize and divide the team.

During the course of a season, there may be times when a player is unhappy with some of the decisions a coach makes. **Players are encouraged to discuss their concerns with their coach at an appropriate time.** Coaches have been instructed to be open to such conversations. ■ The appropriate time is not in the middle of a game or match – it may not even be in the middle of a tournament. The appropriate time is to be mutually agreed upon by the coach and player.

At times a parent may also be unhappy about a coach’s decision. Parents need to know that how they react, a public display of displeasure or an inappropriate reaction, can prove to be extremely disruptive to the entire team. Publicly second-guessing their child’s coach, or questioning the motives of the coach, has historically proven to have disruptive consequences. ■ There is a time and place for the expression of such concerns. ■ **At a match – or immediately following a match – is not the time or place.** To emphasize that point, we will enforce the following policy.

A parent shall not initiate any contact or conversation with a coach regarding match management decisions, playing time, or personnel issues at any time during a tournament or within 24 hours after the completion of a tournament. Furthermore, a parent or player shall not publicly act in a manner that questions the decisions or motives of the coach or another player. Any violations of the above policy will result in immediate suspension of the player (or parent(s) of a child) from further competition for the remainder of the day and until such time as the situation is resolved to the satisfaction of the Club Directors.

In summary, the procedure to be followed when a player has concerns about playing time or role on a team is as follows:

- 1) The player should discuss the situation with their coach at a time mutually agreed upon.
- 2) The player should discuss the situation with a Co-Director: Janice Siebert at 262-442-6512 or Anne Slattery at 414-659-2663.

A parent can request to discuss the situation with the coach. The coach can opt to discuss things directly, indirectly or can refer the parent to the Club Director. ■ The Club

Director will investigate the situation and report back to the player or parent.

XV) SOCIAL MEDIA POLICY

As an athlete of the Midwest Penguins Volleyball Club, you are required to follow the Penguins handbook guidelines, even though an event may happen outside of the club environment. Playing and competing for MWP is a privilege. Athletes at MWP are held in the highest regard and are seen as role models in the community. As leaders, you have the responsibility to portray your team, your school, and yourselves in a positive manner at all times.

Social network sites such as Facebook, Twitter, Snapchat, Instagram, Tik Tok, and other digital platforms and distribution mechanisms facilitate athletes' communication. Participation in such networks has positive appeal, but can be extremely detrimental to your future as an athlete if not used in the appropriate fashion. It is important that all MWP athletes fully understand the consequences of the misuse of social media. All athletes are to exercise extreme caution if they choose to use social media.

Athletes are not restricted from using any on-line social network sites and digital platforms; however, MWP athletes must understand that any content they make public via on-line social networks or digital platforms is expected to follow acceptable social behaviors and also to comply with the federal government, State of Wisconsin, MWP, WIAA, and NCAA laws/regulations. As an athlete, you must be aware of the MWP Penguin Handbook. Ignorance of these regulations does not excuse athletes from obeying these rules.

All and anything you post online is public record. Users should always be sensitive to how others might perceive their profiles. Limited access to your site does not protect your information. Once you post a photo or comment on a social networking site, that photo or comment becomes the property of the site and may be searchable even after you remove it. Think twice about posting inappropriate pictures or comments, consider your future. Many college admissions officers or potential employers regulate and check these sites to measure a person's character and discretion. Be smart do not jeopardize your athletic or academic future.

All athletes must follow the seven rules listed below. The listed consequences below have been put in place by the Midwest Penguins Volleyball organization Club. Athletes are forbidden to do any of the following while on social media sites:

1. Post derogatory language or remarks about fellow athletes, coaches, administrators or representatives of MWP and/or other volleyball programs.
2. Make defaming or demeaning statements about or threats to anyone.
3. Posting of incriminating photos or statements depicting violence, bullying, racism, hazing, sexual harassment, vandalism, stalking, underage drinking, selling, possessing, or using controlled substances, insinuating or encouraging the use of controlled substances, or any other inappropriate behaviors.
4. Creating a danger to the safety of another person or making a credible threat of physical or emotional injury to another person.
5. Indicating knowledge of an unreported felony theft or felony criminal damage to property.

6. Indicating knowledge of an unreported team violation—~~whether~~ whether the violation was unintentional or intentional.
7. Any actions that depict inappropriate, embarrassing, or dangerous behaviors contrary to Penguin beliefs.

MWP athletes must be very careful when using online social networking sites and keep in mind that sanctions may be imposed if these sites are used improperly or depict any of the aforementioned situations. Those sanctions can include, but are not limited to public or private reprimand, suspension from practice or competition, dismissal from the program.

Non-athletes (those not directly a member of the USAV organization), ~~you too~~ are also a reflection of the Midwest Penguins Volleyball Club. Your actions and behaviors are watched by others. It is expected that you too manage yourself in an appropriate manner that is positive and supportive of your athlete, the Penguin organization, Badger Region, USAV, and Wisconsin.

NOTE: Any person wishing to report a potential violation of this code should contact the Directors of the Midwest Penguins Volleyball program, giving their name and all pertinent information regarding the alleged violation. They need to be prepared to put the information in writing and provide a screenshot of the incident if requested to do so.

MWP reserves the right to amend this policy from time to time in our judgment to address issues that may arise and changes in our operations or the law.

Notice of Disclaimer: Every effort is made to treat members of the Midwest Penguins Volleyball community with respect and fundamental fairness. The Penguin Handbook cannot, ~~obviously,~~ cover every possible situation. Other special rules and regulations are applicable and enforced in specific areas as needed. Additionally, the Badger Region Rules and Regulations will be conferred as appropriate. The administration has the right to amend the Penguin Handbook at any time. The administration reserves the right to waive and/or deviate from any and all disciplinary regulations for just cause at their discretion.

Contents of this document are subject to the interpretation of the Midwest Penguins Volleyball administration. All decisions made by the Midwest Penguins Volleyball administration with regard to this handbook, its contents, and its enforcement will be considered final. The rules specified in this handbook are applicable to all athletes in attendance at Midwest Penguins Volleyball Club.

XVI) CODE OF CONDUCT

Each athlete will be expected to comply with the rules and regulations outlined in this handbook. Athletes will conduct themselves in such a manner that they bring credit and respect to their families, teammates, and the Midwest Penguins Volleyball Club. Anyone who willfully performs any act that is detrimental to themselves, their school, or the Midwest Penguins Volleyball Club, shall be subject to discipline, suspension, or expulsion from the program.

DISCIPLINE: Will mean any form of corrective action deemed necessary to correct the problem. Each athlete will be told what needs to be corrected and given a specific time frame in which to accomplish it. The athlete will be expected to participate in practices and travel to tournaments even though they may not play. If an athlete makes no attempt to correct a specific problem in the

specific time frame, he/she may be suspended or expelled from the club.

SUSPENSION: Will mean a suspension from participation in any team-related activity for a specific number of days. A suspension is usually ~~the~~ a last chance result of a disciplinary problem.

EXPULSION: Will mean that the athlete will be denied the right to any future participation or privilege of the Midwest Penguins Volleyball Club. No refunds of any kind will be given in the case of an expulsion.

Prior to the implementation of the above sanctions, a conference with the athlete will be conducted to ensure the athlete's understanding of the problem and its actions.

The following acts shall constitute sufficient cause for implementing disciplinary actions. (List is not ~~all~~-inclusive)

- 1) Disruptive or un-sportsman-like conduct
- 2) Excessive tardiness or unexcused absences
- 3) Disobedience or display of bad attitude toward ~~any~~ coach
- 4) Excessive late payments
- 5) Not maintaining a grade point average above 2.5/4.0 scale during competition
- 6) Illegal transport, illegal possession, or use of illegal drugs or other substances banned by the RVA or USAV
- 7) Use of a recognized identification card by anyone other than the individual described on the card
- 8) Physical damage to a facility or theft of items from a room, dormitory, residence, or other person
- 9) 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, state or local ordinances
- 10) Violation of the specific policies, regulations, and/or procedures of the USA, USAV or the facility used in conjunction with a sanctioned event
- 11) Conduct which is inappropriate as determined by comparison to normally accepted behavior
- 12) Physical or verbal intimidation of any individual

XVII) SPECTATOR/PARENT CODE OF CONDUCT

Badger Region of USA Volleyball (This legally binding document may be reproduced as often as necessary)

IMPORTANT NOTICE – ENTRY TO THIS PRIVATELY SANCTIONED EVENT IS GRANTED AS A COURTESY. IF YOU ENTER/ATTEND THIS, OR ANY BADGER REGION SANCTIONED EVENT, YOU AGREE TO ABIDE BY THE FOLLOWING CODE OF CONDUCT GUIDELINES:

I WILL:

1. I WILL abide by the official rules of USA Volleyball.
2. I WILL display good sportsmanship at all times.
3. I WILL encourage my child and his/her team, regardless of the outcome on the court.
4. I WILL educate myself on the unique rules of this facility.
5. I WILL honor the rules of the host and the host facility.
6. I WILL generate goodwill by being polite and respectful to those around me at this event.
7. I WILL direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
8. I WILL redirect any negative comments from others to the respective Event Director or Program Administrator.
9. I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
10. I WILL support the policies and guidelines of the team/club that I represent.
11. I WILL acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
12. I WILL model exemplary spectator behavior while attending this event.
13. I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

I WILL NOT:

1. I WILL NOT harass or intimidate the officials.
2. I WILL NOT coach my child from the bleachers and/or sidelines.
3. I WILL NOT criticize my child's coach or his/her teammates.
4. I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Badger Region.
5. I WILL NOT bring and/or carry any firearms at any Badger Region event.
6. I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

Note: Any violation of this Code of Conduct will result in you being asked to leave the site/facility, and may result in you possibly being banned from attending future Badger Region sanctioned events. The Event Director has the final say regarding their individual event. Local law enforcement will be contacted if necessary to resolve any disputes or altercations. Questions or concerns may be directed to the Badger Region office.



XVIII) MIDWEST PENGUINS IMAGE VOLLEYBALL CLUB EXPECTATIONS

- 1) THINK POSITIVE...no matter what the situation is.
- 2) Always hustle.
- 3) Be energetic and enthusiastic.
- 4) Be respectful of fellow team-mates, parents, and coaches.
- 5) Look for the good and go about doing good.
- 6) Co-operation by all.
- 7) Concentrate on volleyball.
- 8) Know your role on the team. Only six can start, t...but we are all starters in different ways
- 9) "In order to succeed, you must know what you are doing, like what you are doing, and believe in what you are doing" –Will Rogers
- 10) "Be more concerned with your character than your reputation. Your character is what you really are, while your reputation is merely what other people think you are." –John Wooden, NCAA Coach

XIX) CONTRACT - Parent/Player Retain this Copy for your records

To assure that we have the same commitment from everyone in the Midwest Penguins Volleyball Club, we would like you and your parent(s) to sign the following contract. This contract acknowledges that you and your parent(s) have read and will abide by the club rules set forth in the player handbook.

I, _____ have read, comprehended and agree to abide by the rules stated in the players handbook.

Player signature

Date

I, _____ have read, comprehended and agree to abide by the rules stated in the players handbook. I also assume all financial responsibilities related to my child's team in the 2020-2021 club season, regardless of her individual completion of the season.

Parent signature

Date

Janice Siebert / Anne Slattery

Fall 2020

Co-Director signature

Date

Janice Siebert / Anne Slattery

Co-Director name



Parent/Player Copy to Keep

Midwest Penguin Volleyball | 2021

CONTRACT - Club File Copy to turn in with first payment (TURN IN THIS PAGE)

Circle Team Name

**11Black 12Black 13Black 14 Black 15 Black 16 Black 17 Black 18 Black
 11Red 12Red 13Red 14 Red 15 Red 16 Red 17 Red
 13 White**

To assure that we have the same commitment from everyone in the Midwest Penguins Volleyball Club, we would like you and your parent(s) to sign the following contract. This contract acknowledges that you and your parent(s) have read and will abide by the club rules set forth in the player handbook.

I, _____ have read, comprehended and agree to abide by the rules stated in the players handbook.

 Player signature Date

I, _____ have read, comprehended and agree to abide by the rules stated in the players handbook. I also assume all financial responsibilities related to my child's team in the ~~2020-2021~~ club season, regardless of her individual completion of the season.

 Parent signature Date

Janice Siebert / Anne Slattery

Fall 2019

 Co-Director signature Date

Janice Siebert / Anne Slattery

 Co-Director name



	11 Black/Red	12 Black/Red	13-14-15-16-17 Black	13-14-15-16-17 Red	13 White
Dues	1,100.00	1,450.00	1,800.00	1,800.00	1,800.00
Tax 5.1%	56.10	73.95	91.80	91.80	91.80
Full Amount	1,156.10	1,523.95	1,891.80	1,891.80	1,891.80
Weekend Qualifier	-	-	250.00	250.00	250.00
Grand Total	1,156.10	1,523.95	2,141.80	2,141.80	1,891.80
Payment date below					
Nov Pmt (12/1)	385.37	507.98	630.60	630.60	630.60
Jan Pmt (1/10)	385.37	507.98	630.60	630.60	630.60
Feb Pmt (2/10)	385.37	507.98	630.60	630.60	630.60
Mar Qualifier Pmt (3/10)			250.00	250.00	250.00
Mar Nationals Deposit (3/10)			300.00		

**Midwest Penguins Volleyball
PARTICIPANT RELEASE OF LIABILITY**

Sep. 1, 2020~~19~~ through Sep. 1 2021~~0~~

READ BEFORE SIGNING

Circle Program(s) Participation if known: Club Camp Session(s) Sand League
(One form is needed for the entire period, and will include all programming options)

Participant Name _____

In consideration of being allowed to participate in any way in the program, related events, and activities, I the undersigned, acknowledge, appreciate, and agree that:

1. The risk of injury from the activities involved in this program is significant, including the potential for permanent paralysis and death, and while particular rules, equipment, and personal discipline may reduce this risk, the risk of serious injury does exist and,
2. I KNOWINGLY AND FREELY ASSUME ALL SUCH RISKS, both known and unknown, EVEN IF ARISING FROM THE NEGLIGENCE OF THE RELEASEES, BUT NOT GROSS NEGLIGENCE OF THE RELEASEES; or others, and assume full responsibility for my participation; and,
3. I willingly agree to comply with the stated and customary terms and conditions for participation. If however, I observe any unusual significant hazard during my presence or participation, I will remove myself from participation and bring such to the attention of the nearest official immediately and,
4. I, for myself and on behalf of my heirs, assigns, personal representatives and next of kin, HEREBY RELEASE, INDEMNIFY, AND HOLD HARMLESS THE Midwest Penguins Volleyball LLC, their officers, officials, agents and/or employees, other participants, sponsoring agencies, sponsors, advertisers, and if applicable, owners and lessors of premises used to conduct the event (RELEASEES), WITH RESPECT TO ANY AND ALL INJURY, DISABILITY, DEATH, or loss or damage to person or property, WHETHER ARISING FROM THE NEGLIGENCE OF THE RELEASEES OR OTHERWISE, to the fullest extent permitted by law.

I HAVE READ THIS RELEASE OF LIABILITY AND ASSUMPTION OF RISK AGREEMENT, FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT AND INDUCEMENT.

X _____ _____ _____
Participant's Signature Age Date

**FOR PARENTS/GUARDIANS OF PARTICIPANT OF MINOR AGE
(UNDER AGE 18 AT TIME OF REGISTRATION)**

This is to certify that I, as parent/guardian with legal responsibility for this participant, do consent and agree to his/her release as provided above of all the Releasees, and, for myself, my heirs, assigns, and next of kin, I release and agree to indemnify and hold harmless the Releasees from any and all liability incidents to my minor child's involvement or participation in these programs as provided above, EVEN IF ARISING FROM THE NEGLIGENCE OF THE RELEASEES; to the fullest extent permitted by law.

Midwest Penguin Volleyball | 2021

X _____
Parent/Guardian Signature Date Emergency Phone Number(s)

DATE: June 24, 2020

TO: M. Whitney Olsen

FROM: Rachel Kass

SUBJECT: Final Project

The purpose of this memo is to explain my editing goals and process as well as any problems encountered for the final project for TWC 531: Technical Editing.

My project was to edit the player/parent handbook and welcome sheet for the Midwest Penguins Volleyball Club. This document is a resource for parents and players and rarely gets updated. The original documents have a lot of information crammed into a small space. It is very easy to miss important information because the pages looked chaotic.

Additionally, a mix of capitalizations, bolding, italicization, and underlining was used throughout the documents. There was very little consistency within the documents themselves from the use of numbering to the text sizes and fonts.

My editing goals for the document included making the document more readable by organizing information in a standard way and utilizing headings and spacing within the document to break sections apart. There was also a watermark on the original document that is quite distracting. While it is a fun addition, it takes away from the content and professionalism of the document. To fix this issue I simply removed the watermark. I did consider adding a different design element with a pop of color such as a standard header or footer to the document. In the end, I decided that simple would be more effective in this case.

In addition to the inconsistencies, there were a lot of spelling and grammar errors that needed fixing. This was the most intensive part of the project. Originally I thought the bulk of my effort would be on the flow and readability of the document; however, it ended up being much more copyediting than I originally anticipated.

One goal I originally had that I did not succeed in accomplishing was including a section on COVID-19 protocols for the upcoming season. These protocols were expected from USA Volleyball before the completion of this project; however, they have yet to be released. As the protocols will likely be strict and potentially include legal waivers and statements, I did not feel comfortable writing the material itself. Additionally, the circumstances surrounding COVID-19 are changing by the day and anything I might write could be outdated or incorrect by the time the season occurs. These edits will need to be made closer to the season.

Another challenge I encountered was some of the dates. Dates for fundraisers or spirit wear are not decided until August or September; however, dates for dues and fees are standard. I

decided to leave the dates which have not been decided yet as is and update the standard dates.

Despite challenges and the fact that the document looks plainer than the original, the project went very well. It was time-intensive and required a lot of thought as to how to make the document more readable. For instance, in the fees section, I split up the table from the original document into two tables. Additionally, where fees per team are discussed, I broke out the information more as opposed to having the text all on top of each other.

It is my hope that the edits made provide more readability and clarity in the documents. For athletes and their parents committing to a club volleyball season can be overwhelming so having a comprehensive and professional handbook will benefit both the families and the club itself.

TO:
Anne Slattery
Midwest Penguin Volleyball Club

FROM:
Rachel Kass
Graduate Student
Arizona State University

SUBJECT: Delivery of Edited Parent/Player Handbook

Dear Anne,

Attached you will find the completed Parent/Player Handbook edits that were requested. The goal of the edits was to make the document more readable and organize the information in an easy-to-understand way. Additionally, copyediting was performed on the document to eliminate any grammar or spelling errors previously in the document.

The original document was very well developed and clearly had extensive thought put into it. The amount of information within the document was truly vital to the success of the athletes and parent(s)/guardian(s) success within the Midwest Penguin Volleyball Club.

In order to ensure no information was missed and that the document would be a consistent resource for families throughout the season, the edited document includes sections that are broken out a bit more than in the original document.

This helps the document flow a bit better. The sections are also a bit more spaced out. Because the handbook used to be printed, it is logical that as much information as possible was fitted onto as few pages as possible; however, now that the majority of individuals read, review, and store documents electronically, the page count is no longer a limiting issue.

I did remove the watermark for readability purposes. Even though the watermark was quite light, it did make some text hard to read. If you wish to keep the watermark on the pages, I am happy to insert it into the edited document.

I hope you are satisfied with your edited document. Enclosed is the original document with track changes as well as the final edited document. Thank you for your business and please let me know if you have any questions or concerns regarding this project.

All the best,
Rachel Kass

MIDWEST PENGUINS VOLLEYBALL CLUB



**Celebrating Our
24th Season**

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I. Introductions - Co-Directors

Janice Siebert	Mobile: 262-442-6512
Anne Slattery	Mobile: 414-659-2663
Club E-mail	penguin@midwestpenguins.com
Website	www.midwestpenguins.com

II. Welcome

CONGRATULATIONS!!! You have been selected to play for the **Midwest Penguins Volleyball Club** (also referred to as Penguins or MWP). We are both excited and proud to have you as part of our Penguin family.

This handbook contains information for both you and your parent(s)/guardian(s). It is imperative that you and your parent(s)/guardian(s) read and understand its contents. Your understanding and acceptance of this information will ensure your success as part of the Midwest Penguins Volleyball Club.

III. Goals

This section describes our goals for this season.

1. Develop and promote the educational advancement of our coaches in all aspects of the sport.
2. Develop and promote communication with coaches, parents, players, and media.
3. Schedule regular meetings with the club, co-directors, coaches, and other interested individuals.
4. Provide sponsorship and fundraising opportunities.
5. Promote and develop elite teams for competition.
6. Emphasize teamwork, skill development, leadership, and personal growth.
7. FUN!!!

IV. Attendance

Due to our schedule and the program's commitment toward the technical and physical development process, attendance and promptness are MANDATORY.

To achieve the goals of the program, each athlete will be expected to prioritize his/her schedule and practice great time management skills so there are no schedule conflicts. It is understood that situations may arise that create a conflict, which will be excused; however, three unexcused absences during the season will result in immediate dismissal from the club.

Each player is expected to arrive at least 10 minutes early and be dressed for practice before practice begins.

In all cases, it is the responsibility of the athlete to inform his/her coaches a minimum of 24 hours in advance if a problem regarding attendance at practice, tournament, or other event arises. It is also the responsibility of the athlete to confirm the time and location of the next practice or event.

V. Facilities

Center Court Sports Complex **Address:** 815 Northview Road, Waukesha, WI 53188
Snow Phone: 262-548-3838

Pewaukee High School **Address:** 472 Lake Street, Pewaukee, WI 53072
Phone: 262-691-2100
Snow: Check online news sources or listen for radio or television announcements.

Saint Dominic Catholic Parish **Address:** 18255 W Capitol Dr, Brookfield, WI 53045
Phone: 262-781-3480
Snow: Check online news sources or listen for radio or television announcements.

****SNOW POLICY****

Practice will only be canceled if the community has announced the specific school/school system closed and/or recreational activities are canceled. Please check your email or club social media channels for updates during inclement weather.

VI. General Practice Rules

These practice rules are expectations that will be enforced by the club and the coaches. Any additional practice expectations will be provided by the coach of each individual team.

1. There is no sitting down in practice unless so instructed by your coach or in the case of a medical or health issue.
2. Practice will start on time and will end when all equipment is returned to its place
3. All taping and putting on of gear will be done at least five minutes prior to practice commencing.
4. Run when called over by the coach for instructions
5. Shag balls during all drills quickly and efficiently. Do not let the balls roll and assume others will gather. Be attentive to this detail to reduce any danger of balls rolling in to or near play.
6. Do not talk to teammates while the coach is giving instructions or talking. At the end of the instruction, the coach will address any questions that a player may have.
7. If you must leave the practice site or the practice itself for any reason, you must notify a coach.
8. Players must report any injury or illness immediately to their coach.
9. Failure to maintain emotional control during practice or a tournament will lead to dismissal from all or part of said event.
10. No profanity is allowed at any time by any member of the Penguin family.
11. Mentally prepare yourself for each practice. Concentrate and focus on improving your skills at this time.
12. All players will wear kneepads and appropriate court shoes in practices and tournaments.

VII. Travel Rules

Travel to and from practice will be the responsibility of the athlete and their parents. We suggest that individuals living in the same general area form carpools. The following guidelines will be strictly adhered to when traveling to tournaments outside the Milwaukee/Waukesha County areas.

1. Itineraries will be given to each athlete before each tournament. The tentative schedule in the itinerary is to be followed unless otherwise specified. Itineraries will include:
 - a. Meeting places
 - b. Meeting times
 - c. Directions to tournaments
 - d. Schedule of play when available
2. Only adult drivers (age 18 or older) will be allowed to drive to out-of-town tournaments. Out of town is defined as a distance greater than 50 miles from the Milwaukee County Zoo. Every athlete will attend and participate in all activities unless excused by a coach. If overnight lodging is required:

- a. Athletes will stay with their parents or another family of their team. (Team rooms may be available.)
 - b. Members of the opposite sex may not enter the team room for any reason.
 - c. Curfews will be set and enforced by the coaching staff.
3. A player found disobeying the rules set forth by the coaching staff or team chaperone will result in immediate suspension. A player may be reinstated or expelled following a review.

VIII. Policies and Procedures

1. The Midwest Penguins require that parents and players complete all paperwork and remit all dues or fees before a player receives equipment and is allowed to practice or participate in tournaments.
2. If for some reason, a player quits or is expelled from the Midwest Penguins, ALL MONIES DUE MUST BE PAID IN FULL that would have been their responsibility. Any legal fees incurred by the Midwest Penguins in an attempt to collect dues or fees will be the responsibility of the parent(s) or guardian(s) and the player that has left the club.
3. All paperwork and monies should be mailed to the address below, or given to a co-director (Janice Siebert or Anne Slattery) directly.
4. All checks or money orders should be made payable to **MIDWEST PENGUINS**
5. All dues and fees paid to Midwest Penguins Volleyball Club are **NON-REFUNDABLE, WITHOUT EXCEPTION.**

MAILING ADDRESS: Midwest Penguins
N27W22444 Burningwood Lane
Waukesha, WI 53186

Parents, guardians, and players must act in accordance with all court, gym, tournament, and Midwest Penguins Volleyball Club rules of decorum and etiquette. Midwest Penguins Volleyball Club practices a "No Tolerance" policy. Any behavior deemed by Midwest Penguins Volleyball Club directors, coaches, and/or staff as unacceptable and/or inappropriate will be grounds for a penalty not short of barring an individual from practices and tournaments or immediate dismissal of a player. No refunds will be issued.

IX. Fees

Girls Teams Age 11 (Black & Red)

What's Included

Dues include uniform jerseys, one pair of spandex, a volleyball, a warm-up jacket and pants, an embroidered back, use and rental of practice facilities, coach's stipend, administration expenses, use of equipment, and 8-10 tournament dates.

Club Dues

- Club dues before 5.1% sales tax: \$1,100
- **Total club dues (including 5.1% sales tax): \$1,156.10**

Payment Options

1. Write one check for the total amount of \$1,156.10
2. Make three payments - one in each December, January, and February for the amount of **\$385.37** (\$366.67 plus tax). If you choose this option please write three checks dated 12/1/2020, 1/10/2021, 2/10/2021.

Girls Teams Age 12 (Black & Red)

What's Included

Dues include uniform jerseys, one pair of spandex, a volleyball, a warm-up jacket and pants, an embroidered back, use and rental of practice facilities, coach's stipend, administration expenses, use of equipment, and 11-13 tournament dates.

Club Dues

- Club dues before 5.1% sales tax: \$1,450
- **Total club dues (including 5.1% sales tax): \$1,523.95**

Payment options

1. Write one check for the total amount of \$1,523.95
2. Make three payments - one in each December, January, and February for the amount of **\$507.98** (\$483.33 plus tax). If you choose this option please write three checks dated 12/1/2020, 1/10/2021, 2/10/2021.

Girls Teams Ages 13-18 (Black & Red)

What's Included

Dues include uniform jerseys, one pair of spandex, a volleyball, a warm-up jacket and pants, an embroidered back, use and rental of practice facilities, coach's stipend, administration expenses, use of equipment, and 14-16 tournament dates.

Club Dues

- Club dues before 5.1% sales tax: \$1,800
- **Total club dues (including 5.1% sales tax): \$1,891.80**

Payment options

1. Write one check for the total amount of \$1,891.80
2. Make three payments - one in each December, January, and February for the amount of **\$630.60** (\$600.00 plus tax). If you choose this option please write three checks dated 12/1/2020, 1/10/2021, 2/10/2021.

Additional Fees - National Qualifiers

If a team chooses to attend a national qualifier tournament out of state, such as Northern Lights Qualifier held in Minneapolis, MN or the Mid-East Qualifier held in both Indianapolis, IN and St Louis, MO, or other, then the related costs for such a tournament will be divided among the team participants. Examples of related costs include the tournament entry fee, coach's travel and lodging, coach's stipend, and administrative costs.

There will be a payment due March 10, 2021, for the amount of \$250.00.

If there are any costs in addition to the \$250.00, players will receive an invoice for the additional event, which will be due upon receipt.

Additional Fees - USAV Girls Junior National Championships

If teams qualify for the USAV Girls Junior National Championships or other tournaments beyond mid-May, a deposit will be required at the time of notification and acceptance of the bid. The deposit amount will be half the estimated costs. Total costs will be determined based on the location of travel and other variables. Bids cannot be declined once earned. *If a team declines after acceptance, the entire club forfeits the right to attend Nationals for the next full USAV club season.*

A deposit of \$300.00 for Nationals will be collected in March or when a bid is secured.

We will work with ECHO to further support the teams by hosting the 8th annual Big Ball Bash event and other fundraisers. The final amount will be due in June based on the team costs for nationals.

X. Fee Table Summary

Cost Breakdown By Team					
	11 Black/Red	12 Black/Red	13-14-15-16-17 Black	13-14-15-16-17 Black	13 White
Dues	\$1,100	\$1,450	\$1,800	\$1,800	\$1,800
Sales Tax (5.1%)	\$56.10	\$73.95	\$91.80	\$91.80	\$91.80
Full Amount	\$1,156.10	\$1,523.95	\$1,891.80	\$1,891.80	\$1,891.80
Weekend Qualifier Payment	-	-	\$250.00	\$250.00	\$250.00
Nationals Deposit*	-	-	\$300.00	-	-
Grand Total	\$1,156.10	\$1,523.95	\$2,141.80	\$2,141.80	\$2,141.80

Payment Schedule					
December Payment (12/1/20)	\$385.37	\$507.98	\$630.60	\$630.60	\$630.60
January Payment (1/10/21)	\$385.37	\$507.98	\$630.60	\$630.60	\$630.60
February Payment (2/10/21)	\$385.37	\$507.98	\$630.60	\$630.60	\$630.60
Qualifier Payment (3/10/21)	-	-	\$250.00	\$250.00	\$250.00
Nationals Deposit* (3/10/21)	-	-	\$300.00	-	-

*The nationals deposit is not the full cost of nationals. The remainder of the cost (based on location of the tournament) will be billed in June 2021.

XI. Commitment to USAV

Your commitment to the Midwest Penguins and USAV is very important. Thus, while competing with the Midwest Penguins Volleyball Club, which is associated with USAV, one may not compete in another select type organized volleyball program.

XII. Release Policy

Your accountability to the Midwest Penguins organization continues until your team has fulfilled its commitment to the team and the organization. The Midwest Penguins will release players when the competition season is completed upon request. Special circumstances may be considered; such circumstances will be reviewed by the staff and final determination will be made by the club directors.

XIII. Liabilities

All coaches must inform their players and their parent(s)/guardian(s) that they risk bodily injury, including paralysis, dismemberment, and death, as well as loss or damage of property. In addition, they must inform them of the USA Volleyball policy that prohibits any player from transferring teams during the season once that player has represented a team or club in a USA Volleyball sanctioned tournament or has registered with a club unless under special circumstances (see Junior National Player Representation, page 4).

XIV. Coach/Player/Parent Triad

By choosing Midwest Penguins, you have chosen to be affiliated with one of the best clubs in the Badger Region. This status is the direct result of over two decades of commitment to excellence by the club directors and the coaching staff (past and present). The hard work and commitment of our players and the support of their families help continue that tradition.

We have been fortunate to find a number of quality coaches, but the pool of qualified coaches is not very deep. We, therefore, need to take action to ensure that our coaches have a positive experience when coaching for our club. To that end, we need your help and cooperation.

Coaches “volunteer” to coach because they love the game and they are anxious to give something back to the sport that has provided them with so many rewarding experiences and valuable life lessons. Our coaches are compensated for their services; however, that compensation falls far below minimum wage for the countless hours that they put in for the sake of coaching our players (your child).

Coaches are responsible for every player on their team, never to any one specific player. More importantly, coaches are responsible for their team as a whole. That means they have to consider the totality of circumstances with respect to every decision they make. There are long term and short term goals for every team. A coach must consider many factors when making decisions concerning who plays, where, and when.

Our coaches are doing their best to ensure the success of the team. We take our responsibility very seriously. Each coach wants to help every individual player be successful. Coaches are instructed to attempt to make every player a valuable contributing member of the team. Parents need to support their child in whatever that role may be. That “role”, whatever it may be, may change from season beginning to season end. Parents need to support their child in that role.

Players and parents should look at their experience in the context of the season and not on a match-by-match basis.

Just as every player has strengths and weaknesses, every coach has strengths and weaknesses. Moreover, every coach has a unique style that they bring to practices and to games. No one style is right or wrong; they are just different. A coach who is openly second-guessed or whose motives are questioned will not be as effective as a coach who is supported by the team and the team’s families. These actions also demoralize and divide the team.

During the course of a season, there may be times when a player is unhappy with some of the decisions a coach makes. ***Players are encouraged to discuss their concerns with their coach at an appropriate time.*** Coaches have been instructed to be open to such conversations. The appropriate time is not in the middle of a game or match – it may not even be in the middle of a tournament. The appropriate time is to be mutually agreed upon by the coach and player.

At times a parent may also be unhappy about a coach’s decision. Parents need to know that how they react, a public display of displeasure or an inappropriate reaction, can prove to be extremely disruptive to the entire team. Publicly second-guessing their child’s coach or questioning the motives of the coach has historically proven to have disruptive consequences. There is a time and place for the expression of such concerns. ***At a match – or immediately following a match – is not the time or place.*** To emphasize that point, we will enforce the following policy.

A parent shall not initiate any contact or conversation with a coach regarding match management decisions, playing time, or personnel issues at any time during a tournament or within 24 hours after the completion of a tournament.

Furthermore, a parent or player shall not publicly act in a manner that questions the decisions or motives of the coach or another player. Any violations of the above policy will result in immediate suspension of the player (or parent(s) of a child) from further competition for the remainder of the day and until such time as the situation is resolved to the satisfaction of the club directors.

In summary, the procedure to be followed when a player has concerns about playing time or role on a team is as follows:

1. The player should discuss the situation with their coach at a time mutually agreed upon.
2. The player should discuss the situation with a co-director: Janice Siebert at 262-442-6512 or Anne Slattery at 414-659-2663.

A parent can request to discuss the situation with the coach. The coach can opt to discuss things directly or can refer the parent to the club director. The club director will investigate the situation and report back to the player or parent.

XV. Social Media Policy

As an athlete of the Midwest Penguins Volleyball Club, you are required to follow the Penguins handbook guidelines, even though an event may happen outside of the club environment. Playing and competing for MWP is a privilege. Athletes at MWP are held in the highest regard and are seen as role models in the community. As leaders, you have the responsibility to portray your team, your school, and yourselves in a positive manner at all times.

Social network sites such as Facebook, Twitter, Snapchat, Instagram, Tik Tok, and other digital platforms and distribution mechanisms facilitate athletes' communication. Participation in such networks has positive appeal, but can be extremely detrimental to your future as an athlete if not used in the appropriate fashion. It is important that all MWP athletes fully understand the consequences of the misuse of social media. All athletes are to exercise extreme caution if they choose to use social media.

Athletes are not restricted from using any online social network sites and digital platforms; however, MWP athletes must understand that any content they make public via online social networks or digital platforms is expected to follow acceptable social behaviors and also to comply with the federal government, the state of Wisconsin, Midwest Penguins, the WIAA, and NCAA laws/regulations. As an athlete, you must be aware of the MWP Handbook. Ignorance of these regulations does not excuse athletes from obeying these rules.

Anything you post online is a public record. Users should always be sensitive to how others might perceive their profiles. Limited access to your site does not protect your information. Once you post a photo or comment on a social networking site, that photo or comment becomes the property of the site and may be searchable even after you remove it. Think twice about posting

inappropriate pictures or comments, consider your future. Many college admissions officers or potential employers regulate and check these sites to measure a person's character and discretion. Be smart and do not jeopardize your athletic or academic future.

All athletes must follow the seven rules listed below. The listed consequences below have been put in place by the Midwest Penguins Volleyball Club. Athletes are forbidden to do any of the following while on social media sites:

1. Post derogatory language or remarks about fellow athletes, coaches, administrators or representatives of MWP and/or other volleyball programs.
2. Make defaming or demeaning statements about or threats to anyone.
3. Posting of incriminating photos or statements depicting violence, bullying, racism, hazing, sexual harassment, vandalism, stalking, underage drinking, selling, possessing, or using controlled substances, insinuating or encouraging the use of controlled substances, or any other inappropriate behaviors.
4. Creating a danger to the safety of another person or making a credible threat of physical or emotional injury to another person.
5. Indicating knowledge of an unreported felony theft or felony criminal damage to property.
6. Indicating knowledge of an unreported team violation—whether the violation was unintentional or intentional.
7. Any actions that depict inappropriate, embarrassing, or dangerous behaviors contrary to Penguin beliefs.

MWP athletes must be very careful when using online social networking sites and keep in mind that sanctions may be imposed if these sites are used improperly or depict any of the aforementioned situations. Those sanctions can include but are not limited to public or private reprimand, suspension from practice or competition, dismissal from the program.

Non-athletes (those not directly a member of the USAV organization) are also a reflection of the Midwest Penguins Volleyball Club. Your actions and behaviors are watched by others. It is expected that you manage yourself in an appropriate manner that is positive and supportive of your athlete, the Penguin organization, Badger Region, USAV, and Wisconsin.

NOTE: Any person wishing to report a potential violation of this code should contact the Directors of the Midwest Penguins Volleyball program, giving their name and all pertinent information regarding the alleged violation. They need to be prepared to put the information in writing and provide a screenshot of the incident if requested to do so.

MWP reserves the right to amend this policy from time to time in our judgment to address issues that may arise and changes in our operations or the law.

Notice of Disclaimer: Every effort is made to treat members of the Midwest Penguins Volleyball community with respect and fundamental fairness. The Penguin Handbook cannot cover every

possible situation. Other special rules and regulations are applicable and enforced in specific areas as needed. Additionally, the Badger Region Rules and Regulations will be referred to as appropriate. The administration has the right to amend the Penguin Handbook at any time. The administration reserves the right to waive and/or deviate from any and all disciplinary regulations for just cause at their discretion.

Contents of this document are subject to the interpretation of the Midwest Penguins Volleyball administration. All decisions made by the Midwest Penguins Volleyball administration with regard to this handbook, its contents, and its enforcement will be considered final. The rules specified in this handbook are applicable to all athletes in attendance at Midwest Penguins Volleyball Club.

XVI. Code of Conduct

Each athlete will be expected to comply with the rules and regulations outlined in this handbook. Athletes will conduct themselves in such a manner that they bring credit and respect to their families, teammates, and the Midwest Penguins Volleyball Club. Anyone who willfully performs any act that is detrimental to themselves, their school, or the Midwest Penguins Volleyball Club, shall be subject to discipline, suspension, or expulsion from the program.

Discipline

Will mean any form of corrective action deemed necessary to correct the problem. Each athlete will be told what needs to be corrected and given a specific time frame in which to accomplish it. The athlete will be expected to participate in practices and travel to tournaments even though they may not play. If an athlete makes no attempt to correct a specific problem in the specific time frame, he/she may be suspended or expelled from the club.

Suspension

Will mean a suspension from participation in any team-related activity for a specific number of days. A suspension is usually the last chance result of a disciplinary problem.

Expulsion

Will mean that the athlete will be denied the right to any future participation or privilege of the Midwest Penguins Volleyball Club. No refunds of any kind will be given in the case of an expulsion.

Prior to the implementation of the above sanctions, a conference with the athlete will be conducted to ensure the athlete's understanding of the problem and its actions.

**The following acts shall constitute sufficient cause for implementing disciplinary actions.
(List is not inclusive)**

1. Disruptive or unsportsmanlike conduct
2. Excessive tardiness or unexcused absences
3. Disobedience or display of bad attitude toward any coach
4. Excessive late payments
5. Not maintaining a grade point average above 2.5/4.0 scale during competition
6. Illegal transport, illegal possession, or use of illegal drugs or other substances banned by the RVA or USAV
7. Use of a recognized identification card by anyone other than the individual described on the card
8. Physical damage to a facility or theft of items from a room, dormitory, residence, or other person
9. 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, state or local ordinances
10. Violation of the specific policies, regulations, and/or procedures of the USA, USAV or the facility used in conjunction with a sanctioned event
11. Conduct which is inappropriate as determined by comparison to normally accepted behavior
12. Physical or verbal intimidation of any individual

XVII. Spectator/Parent Code of Conduct

Badger Region of USA Volleyball (This legally binding document may be reproduced as often as necessary)

IMPORTANT NOTICE – ENTRY TO THIS PRIVATELY SANCTIONED EVENT IS GRANTED AS A COURTESY. IF YOU ENTER/ATTEND THIS, OR ANY BADGER REGION SANCTIONED EVENT, YOU AGREE TO ABIDE BY THE FOLLOWING CODE OF CONDUCT GUIDELINES:

I WILL:

1. I WILL abide by the official rules of USA Volleyball.
2. I WILL display good sportsmanship at all times.
3. I WILL encourage my child and his/her team, regardless of the outcome on the court.
4. I WILL educate myself on the unique rules of this facility.
5. I WILL honor the rules of the host and the host facility.
6. I WILL generate goodwill by being polite and respectful to those around me at this event.
7. I WILL direct my child to speak directly with his/her coach when coaching decisions are made that may be confusing or unclear.
8. I WILL redirect any negative comments from others to the respective Event Director or Program Administrator.
9. I WILL immediately notify the Event Director and/or Program Administrator in the event that I witness any illegal activity.
10. I WILL support the policies and guidelines of the team/club that I represent.
11. I WILL acknowledge effort and good performance, remembering that all of the players in this event are amateur athletes.
12. I WILL model exemplary spectator behavior while attending this event.
13. I WILL respect the history and tradition of the sport of volleyball by being a good ambassador.

I WILL NOT:

1. I WILL NOT harass or intimidate the officials.
2. I WILL NOT coach my child from the bleachers and/or sidelines.
3. I WILL NOT criticize my child's coach or his/her teammates.
4. I WILL NOT participate in any game or game-like activities unless I have a current membership card with the Badger Region.
5. I WILL NOT bring and/or carry any firearms at any Badger Region event.
6. I WILL NOT bring, purchase, or consume alcohol at any Youth/Junior volleyball event.

Note: Any violation of this Code of Conduct will result in you being asked to leave the site/facility, and may result in you possibly being banned from attending future Badger Region sanctioned events. The Event Director has the final say regarding their individual event. Local law enforcement will be contacted if necessary to resolve any disputes or altercations. Questions or concerns may be directed to the Badger Region office.

XVIII. Midwest Penguin Volleyball Club Expectations

1. THINK POSITIVE...no matter what the situation is.
2. Always hustle.
3. Be energetic and enthusiastic.
4. Be respectful of fellow teammates, parents, and coaches.
5. Look for the good and go about doing good.
6. Cooperation by all.
7. Concentrate on volleyball.
8. Know your role on the team. Only six can start, but we are all starters in different ways
9. "In order to succeed, you must know what you are doing, like what you are doing, and believe in what you are doing" –Will Rogers
10. "Be more concerned with your character than your reputation. Your character is what you really are, while your reputation is merely what other people think you are." –John Wooden, NCAA Coach

XIX. Contract - Parent/Player copy to keep

To assure that we have the same commitment from everyone in the Midwest Penguins Volleyball Club, we would like you and your parent(s) to sign the following contract. This contract acknowledges that you and your parent(s) have read and will abide by the club rules set forth in the player handbook.

I, _____ have read, comprehended and agree to abide by the rules stated in the player's handbook.

Player signature

Date

I, _____ have read, comprehended and agree to abide by the rules stated in the player's handbook. I also assume all financial responsibilities related to my child's team in the 2020-2021 club season, regardless of her individual completion of the season.

Parent signature

Date

Janice Siebert / Anne Slattery

Fall 2020

Co-Director signature

Date

Janice Siebert / Anne Slattery

Co-Director name

Parent/Player Copy to Keep

XX. Contract - Club Copy

Return With First Payment

Circle Team Name

11Black 12Black 13Black 14 Black 15 Black 16 Black 17 Black 18 Black
11Red 12Red 13Red 14 Red 15 Red 16 Red 17 Red
13 White

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Date

Janice Siebert / Anne Slattery

Fall 2020

Co-Director signature

Date

Janice Siebert / Anne Slattery

Co-Director name

**Midwest Penguins Volleyball
PARTICIPANT RELEASE OF LIABILITY**

Sep. 1, 2020 through Sep. 1 2021

READ BEFORE SIGNING

Circle Program(s) Participation if known: Club Camp Session(s) Sand League
(One form is needed for the entire period and will include all programming options)

Participant Name _____

In consideration of being allowed to participate in any way in the program, related events, and activities, I the undersigned, acknowledge, appreciate, and agree that:

1. The risk of injury from the activities involved in this program is significant, including the potential for permanent paralysis and death, and while particular rules, equipment, and personal discipline may reduce this risk, the risk of serious injury does exist and,
2. I KNOWINGLY AND FREELY ASSUME ALL SUCH RISKS, both known and unknown, EVEN IF ARISING FROM THE NEGLIGENCE OF THE RELEASEES, BUT NOT GROSS NEGLIGENCE OF THE RELEASEES; or others, and assume full responsibility for my participation; and,
3. I willingly agree to comply with the stated and customary terms and conditions for participation. If however, I observe any unusual significant hazard during my presence or participation, I will remove myself from participation and bring such to the attention of the nearest official immediately and,
4. I, for myself and on behalf of my heirs, assigns, personal representatives and next of kin, HEREBY RELEASE, INDEMNIFY, AND HOLD HARMLESS THE Midwest Penguins Volleyball LLC, their officers, officials, agents and/or employees, other participants, sponsoring agencies, sponsors, advertisers, and if applicable, owners and lessors of premises used to conduct the event (RELEASEES), WITH RESPECT TO ANY AND ALL INJURY, DISABILITY, DEATH, or loss or damage to person or property, WHETHER ARISING FROM THE NEGLIGENCE OF THE RELEASEES OR OTHERWISE, to the fullest extent permitted by law.

I HAVE READ THIS RELEASE OF LIABILITY AND ASSUMPTION OF RISK AGREEMENT, FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT AND INDUCEMENT.

X _____ _____ _____
 Participant's Signature Age Date

**FOR PARENTS/GUARDIANS OF PARTICIPANT OF MINOR AGE
(UNDER AGE 18 AT TIME OF REGISTRATION)**

This is to certify that I, as parent/guardian with legal responsibility for this participant, do consent and agree to his/her release as provided above of all the Releasees, and, for myself, my heirs, assigns, and next of kin, I release and agree to indemnify and hold harmless the Releasees from any and all liability incidents to my minor child's involvement or participation in these programs as provided above, EVEN IF ARISING FROM THE NEGLIGENCE OF THE RELEASEES to the fullest extent permitted by law.

X _____ _____ _____
 Parent/Guardian Signature Date Emergency Phone Number(s)