



Manawatu Regional Volleyball Association (MRVA)

Representative Program Policy

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1. Purpose of this policy

The purpose of this policy is to make the MRVA representative program clear and transparent for all members of MRVA.

Representation

- All teams entering IPC Tournaments will do so under the banner of MRVA.
- Coaches / Assistant Coaches and Managers for IPC teams will be appointed by MRVA.

Costs

- Individuals will be responsible for their share of the costs of attending tournaments.
- MRVA will endeavor to seek funding to offset costs where possible.



2. Training expectations and guidelines for players and coaches

Sport NZ Balance is Better Philosophy

The purpose of these guidelines is to ensure that Manawatu Regional Volleyball Association (MRVA), is facilitating quality volleyball experiences for all of our athletes. We want our athletes to enjoy playing volleyball, we want them to be passionate and to share their love of the sport with their friends and family, and we want to look after their Hauora. The three key things we will seek to do:

1. Creating programs appropriate to the age and stage of the athlete
2. Balance performance with enjoyment
3. Accommodate other sports where possible

How the Representative program will be structured to ensure these problems are avoided

1. Performance in a youth friendly environment

Coaches will develop positive relationships with athletes. Athletes will show respect for the environment the coach is creating and being a positive attitude to the program.

Court time will be equitable appropriate to age and stage

As a guidance:

- Under 15 & 17 players will be given equal on and off court time
- Under 19 players will be given at least 35% of time on court
- Open Players will be given at least 25% of time on court

2. Personal development over performance outcomes

- Personal development as an athlete and volleyball player is highly valued.
- Coaches will aim to create an environment that encourages personal development alongside performance outcomes.
- Coaches of youth teams will embrace the balance is better coaching philosophy.

3. Balanced Life

Training Plan

- Weekly training: will commence following secondary school Nationals. There will be one training of 2 hours minimum per week.
- Consideration will be given to education and work commitments, if there is a legitimate reason that an athlete cannot attend training please let the coach or manager know.
- Training camps (1 day camp): Two training camps will be held as preparation for the IPC competition.



3. Representative players selection procedure

The purpose of this document is to provide a guide for all players on the selection procedure for Manawatu Regional Volleyball Association (MRVA) representative teams, in addition to outlining the criteria on which selection is made. The MRVA aims to provide a fair and competitive environment for the selection of players to represent MRVA at all junior and senior levels.

Implementation

The MRVA reserves the right to amend the Selection Procedure at any time, as circumstances may require. Should circumstances require, the Pathways Officer may need to make other arrangements that are consistent with the intent of the Selection Procedure. The Selection Procedure will be posted on the MRVA website. It shall be the responsibility of all players who nominate for selection to familiarise themselves with the Selection Procedure. Implementation of the Selection Procedure shall be the responsibility of the Pathways Officer.

Notification of interest for players to be sent out at least one month before first training camps. This information will be administered by MRVA Development officer, all enquires to be direct back to MRVA.

Juniors (U15, U17, U19)

The Pathways Committee will ensure that each junior age group is assigned at least one, preferably two, coaches. The coach(es) plus the MRVA selection panel will form the Selection Panel for each age group. The Selection Panel in each age group will decide on the 14-16 players to make up the development squad and a final playing squad of 10 players to represent the region at the IPC event. The final squad will be announced following the third training camp. This is subject to Board approval.

The MRVA selection panel will consist of: Pathways Officer, Representative from Club Volleyball, Representative from School Volleyball

Open

The Pathways Committee will ensure that each open team is assigned at least one, preferably two, coaches. The coach(es) plus the MRVA selection panel will form the Selection Panel for each team. The Selection Panel in each age group will decide on the 14-16 players to make up the development squad and a final playing squad of 10 players to represent the region at the IPC event. The final squad will be announced following the third training camp. This is subject to Board approval.

All teams

All Selectors will attend trials, where players are given the opportunity to play matches against a variety of players

The Selectors will be responsible for the assessment and selection of all representatives across all age groups (U15, U17, U19 & Open).

The Selectors shall have the right to make both objective and subjective assessments, weighted on a case-by-case basis without creating any form of precedent relevant to the determination of any later case



Players not selected into a team may be given the opportunity to become non-traveling reserves should players selected in the team not be able to fulfil their duties. At the discretion of the MRVA, Reserves are eligible to participate in weekly training sessions.

Eligibility

All players who make themselves available for team selection must fulfil the criteria below

- Be full financial members of the MRVA: If players are not a full financial member prior to the first trial, they will be given the opportunity to complete their membership before the trial to be made eligible.
- Players must not be in debt to either MRVA or Volleyball New Zealand.
- If selection is for a Secondary Schools squad / team players must be currently enrolled in a Manawatu Secondary School or in Home School.
- Youth athletes: To be eligible for selection in Manawatu representative teams players must attend (and play in) their respective Manawatu Secondary School Competition the season prior to Representative try outs e.g. play for their school in term 1 try outs in term 2 of the same year.
- If your school does not have a Secondary School Team then dispensation can be made
- Athletes must attend 90% of weekly trainings and in some cases strength and conditioning as expected by age group teams heading to IPC
- For Under 15, players must be 14 years of age or younger as at the 31st December in the year of competition. The Selectors will select a minimum of 12 players for the team.
- For Under 17, players must be 16 years of age or younger as at the 31st December in the year of competition. The Selectors will select a minimum of 12 players for the team.
- For Under 19, players must be 18 years of age or younger as at the 31st December in the year of competition. The Selectors will select a minimum of 12 players for the team.
- For Open, players must be over 18 as at the 31st December in the year of competition. The Selectors will select a minimum of 12 players for the team.
- If there is no age group team program provided, then they may play up a grade, pending board approval.

Criteria

Team selection and composition will be based on, but not limited to, the criteria below:

- Attendance and performance at trials.
- Be able to carry out the required skills of the sport of Volleyball to an acceptable level (this will change depending on the age group being selected)
- Players must be available for technical trainings. Players must be responsible for individual fitness training and can attend the optional strength and conditioning sessions.
- Be willing and able to attend all training sessions scheduled for the squad / team.
- Ability to contribute to and function within a team environment.
- Commitment and attitude.
- Professionalism both on and off the court.
- Show an ability to accept an official's decision unequivocally.
- Show respect to teammates, coaching staff, volunteers, opponents, spectators and officials at all times during and after the match.
- Demonstrate a good team outlook and approach.
- Performance in past representative teams as deemed relevant by the Selector(s).
- Adherence to the rules of volleyball, the MRVA's code of conduct and good sportsmanship.
- Be willing to learn to referee and score at tournament level and be able to do effectively at the tournament.



Special dispensation for players unable to attend trials may be granted at the discretion of the General Manager and/or Selection Panel under the following circumstances:

- A player is representing New Zealand or attending an event as directed by the MRVA and/or Volleyball New Zealand.
- A player is attending another event deemed significant by the Selector(s).
- A medical problem for which a certificate can be produced, if asked.
- A personal event deemed significant by the Selector(s), as advised and agreed prior to trials.

Any discussions on team selection between members of the Selection Panels and the Pathways Officer shall remain confidential.

Players who reside in the Manawatu Region (Palmerston North, Manawatu, Tararua, Horowhenua & Whanganui) are eligible to represent the MRVA and will be considered for selection. These players are subject to the same selection criteria and all procedures outlined in this policy.

Outcomes

Selected players will be notified of their selection as soon as possible after the finalisation of the relevant team(s).

- Juniors
 - Notification to the selected players will be made by the Pathways Officer via phone & email.
- Open
 - Notification to the selected players will be made by the Pathways Officer via phone & email.
- All ages
 - Public notification of all selected players may be made by the General Manager only after all players have been notified.
- The Captain will be determined by the members of each team and will be communicated to the Pathways Officer prior to the first game.

Appeals

An appeal by a player may only be considered if the selection criteria have not properly been followed, applied and/or implemented; or the player seeking selection was not afforded a reasonable opportunity to satisfy the applicable selection criteria

A player may lodge an appeal in writing with the Pathways Officer at any time during the trials, but not later than 48 hours after notification of the relevant team selections. In the event of an appeal, team selection is deemed temporary until the appeal has been resolved.

The Pathways Officer will consult with the relevant Selector(s), and any other person deemed appropriate in an attempt to respond to the player within 48 hours of lodgement of the appeal.

In the event that the Pathways Manager is unable to answer the concerns of the player such that the players wish to



maintain their appeal, then such appeal shall be referred to the MRVA Board.

The MRVA Board is to appoint at least 2 board members to hear and assess the appeal by the player, and make recommendations as appropriate to the rest of the Board and /or the General Manager.

In assessing any such appeal the MRVA Board shall properly consider all such evidence as may be presented from the player, Selector(s) and any other relevant party.

Upon determination of the appeal the MRVA Board shall communicate their recommendation to both the Pathways Officer and the player at the earliest opportunity, which may result in changes to team selection.



4. Player Code of conduct form for Representative players

In signing this Code of Conduct the Player shall:

1. Agree to maintain a high standard of conduct on and off the Volleyball court in any Volleyball event or activity and comply with the etiquette of Volleyball. (Players must exercise self-control; bad language, equipment abuse and poor sportsmanship will not be tolerated.)
2. Avoid any action which may discredit MRVA and the game of Volleyball whether the player is representing MRVA at the time or not.
3. Players **must not consume alcohol or drugs**, a zero-tolerance approach will be taken if this rule is broken and a player's future inclusion in Manawatu representative teams will be seriously jeopardised. Players found to be consuming alcohol, drugs or smoking will immediately be removed from the team and sent home at the player's own expense. (Board to clarify conduct prior to departure).
4. Agree to maintain a good standard of appearance. When representing Manawatu, the correct team uniform must be worn at all times on and off the Volleyball Court, with no exceptions.
5. Agree to take care of all clothing and equipment provided by MRVA and to return these to MRVA at the conclusion of the event. Loss of or damage to equipment beyond normal wear and tear shall be charged against the player. Equipment and apparel must not be exchanged.
6. Agree to be punctual for all training sessions, and team or squad meetings, events, competition and travel to and from events.
7. Agree to remain in the company of the team and coach and/or manager from the time of departure to the time of return for all events. Unless discussed and agreed to by Coach/Manager before travel.
8. Agree to abide by the decisions of the coach/manager at all times.
9. Acknowledge that the coach and his/her selection panel will make the team / squad selection and that the coach's decision is final.
10. Acknowledge that the manager and coach will be required to make a report to the board of MRVA at the conclusion of each teams / squads events/competitions.
11. If you withdraw from the team within the **last 3 weeks before departure**, any cost that can not be refunded back will be still payable by the player unless the withdraw is for reasons that you could not help. This will need to be approved by the board first. **Deposits are non-refundable.**
 - I have read this code of Conduct and have received a personal copy.
 - I understand and accept the conditions of this Code of Conduct.
 - I understand and accept the conditions of the VNZ Code of Conduct

(Surname)

(First Names)

(Signature)

(Parent Signature if U18)

(Date)





5. Player's Agreement

I, (Name)

.....

Of (Address)

.....

.....

Event: NZ Inter-Provincial Champs

Date TBC

In consideration of Manawatu Regional Volleyball Association (MRVA) selecting me for the above event/programme, I agree to abide by the following terms and conditions. I also understand that this agreement must be signed by me as a commitment of my involvement in the team and if it is not signed and returned to MRVA by Date TBC, then I further understand that I may forfeit my place in the team.

1 I acknowledge that MRVA is the organising body responsible for this event. I also acknowledge that the term "player" in the Agreement applies to all members who are selected as athletes to represent MRVA.

2 OBLIGATIONS

I agree

- 2.1 To observe and comply with each and every term and condition of this agreement, the Constitution of MRVA (as amended from time to time), including, but not limited to, the MRVA Anti-Doping Policy that is aligned with the Drug Policy of the Drug Free Sport New Zealand (DFSNZ).
- 2.2 Comply with each and all of the directions given by the Manager and the Coach (or their delegate) and that I am aware that such directions may apply not only to my conduct (both on and off the playing court), but also to clothing and equipment, which I may wear, and any facilities I may use.
- 2.3 Finalise all expenses owing to MRVA as budgeted and approved by MRVA prior to departure by dates agreed and documented by MRVA.
- 2.4 Finalise any outstanding debts to MRVA and VNZ prior to departure by dates agreed and documented by MRVA.
- 2.5 Advise and seek the approval of MRVA for any changes in circumstances that might affect my eligibility for continued inclusion in the team.
- 2.6 To conduct myself in a proper manner so as not to bring MRVA, members of the team or myself into disrepute or censure and to the absolute satisfaction of any Management member to whom I report.
- 2.7 Accept that selection in the team does not necessarily entitle me to play all, part of, or any of the scheduled matches at the event.
- 2.8 Be responsible financially for damage to property or person I incur when on the event.
- 2.9 Not to make, comment, issue, authorise, offer or endorse any public criticism having or designed to have any prejudicial effect on MRVA interest or the team or any member of the team or MRVA.
- 2.10 Provide 'support and be of service' to MRVA for any promotional activities or events that they may undertake.



- 2.11 Allow my name, image, voice, person or performance in my team to be used by MRVA for promotion and advertising purposes.

3 ANTI-DOPING

- 3.1 DFSNZ has established a Medical Code which amongst other things, provides for the prohibition of doping, establishes lists of classes of prohibited medications and procedures, obligates competitors to submit themselves to medical examination, prohibits the trafficking of prohibited drugs and makes provision for sanctions to be applied in the event of a violation of the Medical Code.
- 3.2 I agree to comply with the Medical Code of DFSNZ.
- 3.3 I will not use, attempt to use, have in my possession, attempt to have in my possession, traffic or attempt to traffic any illegal drug.
- 3.4 I will not consume or misuse the substance of alcohol in public during the event.
- 3.5 As Volleyball in New Zealand is a smoke free sport, I will not smoke during the event.

4 FAIRPLAY CHARTER

- 4.1 To the best of my ability I will:
- Play by the rules
 - Respect Coaches, management and game officials
 - Recognise and acknowledge good play and good sportsmanship
 - Acknowledge positively the opposition and supporters
- 4.2 I agree to the Fair play Charter as adopted by MRVA.

5 BREACH

Should I breach any part of this agreement Team Management (Coach, Manager, Head of Delegation) may, at their discretion,

- 5.1 Terminate my inclusion in the team.
- 5.2 That should I be guilty of any misconduct which in the opinion of MRVA warrants my dismissal from any such team and accordingly where necessary my immediate return to Christchurch at my own expense.
- 5.3 Terminate, at MRVA's discretion my MRVA membership.

6 RELEASE AND INDEMNITY

- 6.1 For the purpose of this clause MRVA shall mean and include MRVA, its Members, Committee Members, any independent contractors from time to time employed by MRVA or any volunteer carrying out honorary or unpaid duties for MRVA.
- 6.2 I expressly agree that MRVA shall not in any circumstances whatsoever be under any liability whatsoever to me for any loss, damage or injury of whatsoever kind arising directly or indirectly and connected with my membership with the team, my participation in the **New Zealand Interprovincial Age Group Beach Volleyball Championships**, and disciplinary action taken against or



directed at me by MRVA and hereby indemnified and will at all times hereafter and well and sufficiently indemnify and keep indemnified MRVA from and against all actions, suits, causes of actions proceedings, claims, demands, costs with or rising out of any such loss, damage or injury and hereby (without obligation upon MRVA to do so) that MRVA may act as my agent in incurring such expenses as and/or doing whatsoever is reasonably necessary for the benefit of me in connection with or rising out of such loss, damage or injury.

- 6.3 I acknowledge and agree that in entering into this Agreement and in particular but without limiting the generality therefore, for the purpose of this clause MRVA is, and shall be deemed to be, acting as agent and trustee on behalf of and for the benefit of all persons, and bodies, corporate and unincorporated who are or might be its members and executives, officials, servant or agents including the officials, coaches, medical practitioners, sports scientists, trainers and members of the **team** and any independent contractor from time to time and voluntary, honorary and unpaid workers as mentioned in this clause, and all such persons shall to that extent be or be deemed to be parties to this Agreement.

7 MRVA OBLIGATIONS

In consideration of you as a Player entering into this Agreement MRVA undertakes to assist with

- 7.1 Submission of team entries to events as required
- 7.2 Completion, endorsement and submission of all official forms and requirements
- 7.3 Local travel, accommodation and meal arrangements for the duration of the event
- 7.4 Supply of clothing for official and competition purposes (if appropriate and relevant).
- 7.5 Keeping you informed and communicating clearly with you on all matters pertaining to your participation in the event.
- 7.6 Provision of administrative, managerial and structural support necessary to ensure the best possible performance of team members.

8 DISPUTE RESOLUTION

- 8.1 In the event of any dispute arising between the parties to this agreement in respect of, or in connection with, the agreement (including validity, breach or termination of it) the parties shall:
 - 8.1.1 endeavour to negotiate a resolution of the dispute by themselves or with the assistance of professional advisors; and failing that,
 - 8.1.2 endeavour to agree on a resolution of the dispute by attending mediation, and failing to achieve resolution the player may appeal any decision of MRVA relating to this agreement to the New Zealand Sports Disputes Tribunal for determination by it in accordance with its rules.

9 PROPER LAW

- 9.1 This agreement shall be governed by the Laws of New Zealand.
- 9.2 Should any provisions of this Agreement of the application thereof be held invalid or unenforceable by a court then the remainder of this Agreement and the application thereof other than those provisions which shall be held invalid or unenforceable shall not be affected thereby and shall continue valid and enforceable to the fullest extent permitted by law.



I have read the Player Agreement and understand the organisational environment, reporting relationships and accountabilities attributed to the role of a “Player” or athlete, representing Manawatu Regional Volleyball Association. I understand and accept the duties and responsibilities as determined by this Agreement. Furthermore, I have read this Player’s Agreement and agree to abide by the expectations and obligations as written.

Dated this _____ day of _____

Player Name: _____

(Please print clearly)

Player Signature: _____

Parent/Caregiver Signature: _____

Parent/Caregiver Name: _____ *(Please print clearly)*

Signed for and on behalf of Manawatu Regional Volleyball Association

(Position)

(Name)

(Signature)

(Date)





6. Coach Job Description

Coaching a MRVA team is a voluntary position. Our volunteer coaches have every right to be given a clear understanding of what coaching entails. The following is the outlines of what is expected from the Head Coach.

Head Coach

Title: *Head Coach*

Responsible to: *Pathways Officer*

Duties:

- Inform players of all information given to you from the Pathways Officer to be distributed.
- Attend try outs to help with the selections of your squad, and ensure all information of the selected players are gathered and given to the Pathways Officer.
- Inform the Pathways Officer of training request for the season – Please note that not all requests will be accommodated if we do not have the court space.
- Ensure that each player in the squad has read and signed the player code of conduct, filled in the health form as well as the contact form.
- Attend as many training session as possible. If unable to attend you must let the Pathways Officer know.
- Ensure the team respects the building and equipment they are training in and with.
- Keep the Pathways Officer up to date with progress, withdraw and additions to the team.
- Attend scheduled coaching meetings when called. First one will be before our first rep training.
- Responsible for all equipment given and to be returned to the Pathways Officer at the conclusion all tournaments.
- A small report to be done for each tournament – Score, placing and overall written report.

Name:

Sign:

Date:





Manawatu Regional Volleyball Association (MRVA) Representative Coach Application Form

All applicants will need to undergo a vet check

Full Name _____

Address: _____

Phone: _____

Email: _____

Please indicate which of the following teams you would like to coach, or rank your teams if you would like to coach any representative team

Team	Preferred Team to Coach
Under 17 Girls	
Under 19 Girls	
Under 21 Girls	
Open Women	
Under 17 Boys	
Under 19 Boys	
Under 21 Boys	
Open Men	

Please outline any relevant qualifications and or experience that may help with your selection as a coach:

What do you feel you can contribute to the representative team that you have indicated you would like to coach?

Please list 1 referee and their contact details

Please email all complete forms to Natalya Taylor: natalya.taylor@volleyballmanawatu.co.nz

Applications close on the

Appointment of coaches will be announced on

If you have any questions, please contact Natalya Taylor at Volleyball Manawatu



7. Coach Code of Conduct Form

In signing this code of conduct form the coach agrees to:

1. Maintain a high standard of conduct on and off the volleyball court at any event or activity and comply with MRVAs protocols.
2. Avoid any action which may discredit MRVA and the game of Volleyball whether the Coach is representing MRVA at the time or not.
3. **Not consume alcohol or drugs at anytime**, no smoking in MRVA uniform. A zero tolerance approach will be taken if this rule is broken and a Coach's future inclusion in Manawatu representative teams will be seriously jeopardised. Coaches found to be consuming alcohol, drugs or smoking will immediately removed from the team and sent home at the Coach's own expense.
4. Maintain a continuing high standard of appearance. When representing Manawatu the correct team uniform must be worn at all times on and off the Volleyball Court, with no exceptions unless a mufti dinner out has been arranged.
5. Take care of all clothing and equipment provided by MRVA and to return these to MRVA at the conclusion of the event. Loss of or damage to equipment beyond normal wear and tear shall be charged against the Coach. Equipment and apparel must not be exchanged.
6. Be punctual and regularly attend all training sessions, and team or squad meetings. Coaches must be prepared mentally, physically and technically for all events. Agree to be punctual for all tournaments and competitions and for travel to and from those events.
7. Learn how to referee and score tournament games as all Coach's and players are to do both while competing.
8. Remain in the company of the team from the time of departure to the time of return for all events. Coaches can not go out and meet friends or go out for dinner or drinks without the pre-approval before departure as our player/coach/manager ratios are something we take seriously.
9. To not be alone with players, this is for your own safety. Please ensure the manager or chaperon is always present when you want to talk to the team or an individual and it is to be in a common room not a private room example: dorm room. When a coach is running a team of the opposite gender, they must at all times be accompanied by a manager of chaperon who is the same gender as the athletes.
10. No coach can select players who have a financial debt with MRVA, all debt must be cleared before trials, no exceptions
11. Follow all MRVAs policies and procedures and any disciplinary action will be done by the Manager after discussion with the MRVA Board chair or substitute.
12. Coaches must pass a police vet process



COACHS DECLARATION

I have read this code of Conduct and have received a personal copy. I understand and accept the conditions of the Code of Conduct.

Name:

Sign:

Date:



8. Coaches and Managers Agreement

I, (Name)

Of (Address)

.....

Tour: New Zealand Interprovincial Volleyball Championships

Date TBC

_____ (Team)

In consideration of Manawatu Regional Volleyball Association (MRVA) selecting me for the above event/programme, I agree to abide by the following terms and conditions. I also understand that this agreement must be signed by me as a commitment of my involvement with the team.

1 I acknowledge that MRVA is the organising body responsible for this tour. I also acknowledge that the term “player” in the Agreement applies to all members who are selected as athletes to represent MRVA.

2 OBLIGATIONS

I agree

- 2.1 To observe and comply with each and every term and condition of this agreement, the Constitution of MRVA (as amended from time to time), including, but not limited to, the MRVA Anti-Doping Policy that is aligned with the Drug Policy of the Drug Free Sport New Zealand (DFSNZ).
- 2.2 To show care and respect for all members of my team and the wider tour group.
- 2.3 To proactively cooperate with, and assist (where appropriate) other Manawatu coaches and managers leading up to and during the tournament.
- 2.4 To work closely with my coach or manager to ensure the team under our care is in the best possible playing condition (mentally and physically) through out the tournament.
- 2.5 To give reasonable consideration to the development of individual athletes alongside the overall goal of achieving the best result for the team.
- 2.6 To advise and seek the approval of MRVA for any changes in circumstances that might affect my involvement with the team.
- 2.7 To conduct myself in a proper manner so as not to bring MRVA, members of the team or myself into disrepute or censure and to the absolute satisfaction of any Management member to whom I report.
- 2.8 To be responsible financially for damage to property or person I incur when on the tour.
- 2.9 To not to make, comment, issue, authorise, offer or endorse any public criticism having or designed to have any prejudicial effect on MRVA interest or the team or any member of the team or MRVA.
- 2.10 To provide ‘support and be of service’ to MRVA for any promotional activities or events that they may undertake.
- 2.11 To allow my name, image, voice, person or involvement with my team to be used by MRVA for promotion and advertising purposes.
- 2.12 To act in a professional and mature manner around youth athletes.



3 ANTI-DOPING

- 3.1 DFSNZ has established a Medical Code which amongst other things, provides for the prohibition of doping, establishes lists of classes of prohibited medications and procedures, obligates competitors to submit themselves to medical examination, prohibits the trafficking of prohibited drugs and makes provision for sanctions to be applied in the event of a violation of the Medical Code.
- 3.2 I agree to comply with the Medical Code of DFSNZ.
- 3.3 I will not use, attempt to use, have in my possession, attempt to have in my possession, traffic or attempt to traffic any illegal drug.
- 3.4 I will not consume or misuse the substance of alcohol in public during the tour.
- 3.5 As Volleyball in New Zealand is a smoke free sport, I will not smoke during the tour.

4 FAIRPLAY CHARTER

- 4.1 To the best of my ability I will:
- Adhere, and insist on playing, to the rules of the game
 - Respect coaches, players, management and game officials
 - Recognise and acknowledge good play and good sportsmanship
 - Acknowledge positively the opposition and supporters
- 4.2 I agree to the Fair play Charter as adopted by MRVA.

5 BREACH

Should I breach any part of this agreement, Tour Management (senior coaches, managers, head of delegation) may, at their discretion,

- 5.1 Terminate my involvement with the team.
- 5.2 That should I be guilty of any misconduct which in the opinion of MRVA warrants my dismissal from any such team and accordingly where necessary my immediate return to Palmerston North at my own expense.
- 5.3 Terminate, at MRVA's discretion my MRVA membership.

6 RELEASE AND INDEMNITY

- 6.1 For the purpose of this clause MRVA shall mean and include MRVA, its Members, Committee Members, any independent contractors from time to time employed by MRVA or any volunteer carrying out honorary or unpaid duties for MRVA.
- 6.2 I expressly agree that MRVA shall not in any circumstances whatsoever be under any liability whatsoever to me for any loss, damage or injury of whatsoever kind arising directly or indirectly and connected with my involvement with the team, my participation in the **New Zealand Interprovincial Volleyball Championships**, and disciplinary action taken against or directed at me by MRVA and hereby indemnified and will at all times hereafter and well and sufficiently indemnify and keep indemnified MRVA from and against all actions, suits, causes of actions proceedings, claims, demands, costs with or rising out of any such loss, damage or injury and hereby (without obligation upon MRVA to do so) that MRVA may act as my agent in incurring such expenses as and/or doing whatsoever is reasonably necessary for the benefit of me in connection with or rising out of such loss, damage or injury.



6.3 I acknowledge and agree that in entering into this Agreement and in particular but without limiting the generality therefore, for the purpose of this clause MRVA is, and shall be deemed to be, acting as agent and trustee on behalf of and for the benefit of all persons, and bodies, corporate and unincorporated who are or might be its members and executives, officials, servant or agents including the officials, coaches, medical practitioners, sports scientists, trainers and members of the **team** and any independent contractor from time to time and voluntary, honorary and unpaid workers as mentioned in this clause, and all such persons shall to that extent be or be deemed to be parties to this Agreement.

7 MRVA OBLIGATIONS

In consideration of you as a Coach or Manager entering into this Agreement, MRVA undertakes to assist with:

- 7.1 Submission of team entries to events as required
- 7.2 Completion, endorsement and submission of all official forms and requirements
- 7.3 Travel costs, accommodation and meal arrangements for the duration of the event.
- 7.4 Keeping you informed and communicating clearly with you on all matters pertaining to your participation in the event.
- 7.5 Provision of administrative, managerial and structural support necessary to ensure the best possible performance of your team.

8 DISPUTE RESOLUTION

- 8.1 In the event of any dispute arising between the parties to this agreement in respect of, or in connection with, the agreement (including validity, breach or termination of it) the parties shall:
- (a) endeavour to negotiate a resolution of the dispute by themselves or with the assistance of professional advisors; and failing that,
 - (b) endeavour to agree on a resolution of the dispute by attending mediation, and failing to achieve resolution the player may appeal any decision of MRVA relating to this agreement to the New Zealand Sports Disputes Tribunal for determination by it in accordance with its rules.

9 PROPER LAW

- 9.1 This agreement shall be governed by the Laws of New Zealand.
- 9.2 Should any provisions of this Agreement of the application thereof be held invalid or unenforceable by a court then the remainder of this Agreement and the application thereof other than those provisions which shall be held invalid or unenforceable shall not be affected thereby and shall continue valid and enforceable to the fullest extent permitted by law.

I have read the Coaches/Managers Agreement and understand the organisational environment, reporting relationships and accountabilities attributed to the role of a “Coach” or “Manager”, representing Manawatu Regional Volleyball Association. I understand and accept the duties and responsibilities as determined by this Agreement. Furthermore, I have read this Coaches and Managers Agreement and agree to abide by the expectations and obligations as written.

Dated this _____ day of _____

(Month)



Name:

(Please print clearly)

Signature:

Signed for and on behalf of Manawatu Regional Volleyball Association

(Name)

(Position)

(Signature)

(Date)



9. Manager Job Description

Managing a MRVA team is a voluntary position. Our volunteer managers have every right to be given a clear understanding of what coaching entails. The following is the outlines of what is expected from the Team Manager.

Manager:

Title: *Team Manger*

Responsible to: *Pathways Officer*

Duties:

- Inform players of all information given to you from the Pathways Officer to be distributed.
- Attend try outs to help with getting all forms and information for each individual, and ensure all information of the selected players are gathered and given to the Office Manger.
- Inform the Office Manager of training request for the season – Please note that not all requests will be accommodated if we do not have the court space.
- Ensure that each player in the squad has read and signed the player code of conduct, filled in the health form as well as the contact form.
- Attend as many training session as possible. If unable to attend you must let the Coach and/or Pathways Officer know.
- Ensure the team respects the building and equipment they are training in and with.
- Keep the Pathways Officer up to date with progress, withdraw and additions to the team.
- Responsible for all equipment given and to be returned to the Pathways Officer at the conclusion all tournaments.
- A small report to be done for each tournament – Score, placing and over all written report.

Name:

Sign:

Date:



10. Manager Code of Conduct Form

In signing this code of conduct form the coach agrees to:

1. Maintain a high standard of conduct on and off the volleyball court at any event or activity and comply with MRVA's protocols.
2. Avoid any action which may discredit MRVA and the game of Volleyball where the Manager is representing MRVA.
3. **Not consume alcohol or drugs at anytime**, no smoking in MRVA uniform. A zero tolerance approach will be taken if this rule is broken and a manager's future inclusion in Manawatu representative teams will be seriously jeopardised. Managers found to be consuming alcohol or drugs or smoking in uniform will immediately be removed from the team and sent home at the manager's own expense.
4. Maintain a continuing high standard of appearance. When representing Manawatu the correct team uniform must be worn at all times while at the courts.
5. Take care of all clothing and equipment provided by MRVA and to return these to MRVA at the conclusion of the event. Loss of or damage to equipment beyond normal wear and tear shall be charged against the manager. Equipment and apparel must not be exchanged.
6. Be punctual and regularly attend all training sessions, and team or squad meetings. Managers must be prepared mentally, physically and technically for all events. Agree to be punctual for all tournaments and competitions and for travel to and from those events.
7. Remain in the company of the team from the time of departure to the time of return for all events. Managers can not go out and meet friends or go out for dinner or drinks without the pre-approval before departure as our player/coach/manager ratios are something we take seriously.
8. To not be alone with players, this is for your own safety. Please ensure the coach or chaperon is always present when you want to talk to the team or an individual and it is to be in a common room not a private room example: dorm room.
9. Follow all MRVA's policies and procedures and any disciplinary action will be done by the Pathways Officer after discussion with the MRVA Board Chair or substitute.

COACHS DECLARATION

I have read this code of Conduct and have received a personal copy. I understand and accept the conditions of the Code of Conduct.

Name:

Sign:

Date:



11. Team Travel Policy

Policy Statement:

This policy relates to travel in the respect of players, referees, coaches, managers and Volunteers representing MRVA in any situation. The policy sets out the requirements of the board of MRVA.

Policy Application:

- The board of MRVA must approve all travel relating to players, referees, coaches, managers, staff or any other personnel representing MRVA.
- Travel request will be submitted to the board through the Pathways Officer of MRVA for approval.
- Where additional travel costs arise, there must be communication to the Pathways Officer at the earliest opportunity.
- Changes to travel should only be made with the approval of the board of MRVA or its representative, which would be the Pathways Officer. The reason for any changes must be communicated at the earliest opportunity.
- Each travelling player, referee, coach, manager, volunteer and staff before travel commences, must complete all relevant travel documents. Failure to do so may result in travel of the person being denied.
- All travel expenses relating to travel must be documented or supported by an invoice or receipt.
- Teams will in general will be expected to travel together unless prior arrangements approved by the Pathways Officer.

All travel for Junior Representative teams must meet the requirements of the Supervision and Transportation Policy.

