

**SCORPIONS YOUTH VOLLEYBALL CLUB INC. ©**



Constitution and Bylaws

Incorporation Date: 1/30/2013

Constitution Revision Date: 09/28/2020

# CONSTITUTION OF THE SCORPIONS YOUTH VOLLEYBALL CLUB INC.

## ARTICLE I - IDENTITY

1.1 The name of the organization shall be “Scorpions Youth Volleyball Club” herein referred to as “Club”.

1.2 The Official Logo of the Club and the representative teams shall be:



1.3 The official colours of the Club shall be Forest Green and White for the indoor season. There is no official colours for the outdoor (herein referred to as beach) season.

1.4 Teams may additionally use the colour black in their warmup shirts, sweat pants, tracksuits and hoodies. Coaches are to wear their Scorpions hoodies or Scorpions collared shirts during all tournaments.

1.5 The term “Scorpions Youth Volleyball Club premises” shall be understood to include all indoor and outdoor areas, where Scorpions Youth Volleyball Club players, executive and/or parents are conducting services under the permission of the Scorpions Youth Volleyball Club Executive.

This shall include all meetings, practices, games, hosting of tournaments and/or fundraising events.

## ARTICLE II – MISSION STATEMENT

The objectives of the Club shall be to promote a healthy active lifestyle and good sportsmanship for the youth of the City of Cambridge Ontario and surrounding area by teaching them the sport of volleyball.

In providing indoor, beach (sand) and grass volleyball programs to local athletes the Club will endeavour to protect and promote the mutual interest of its players by fostering goodwill and sportsmanship in its athletes as they strive to be the best they

can be both on and off the court. The Club will ensure that it does so in a safe, fun, affordable and encouraging environment for all involved.

We follow and support the Volleyball Canada Long Term Athlete Development (LTAD) Program.

### **ARTICLE III – BYLAWS OF THE CLUB**

3.1 The by-laws, appended to this Constitution, shall describe the organizations and functions of the Club, and the means by which members of the Club may elect the Club Executive, and control the property and activities of the Club.

### **BYLAWS OF THE SCORPIONS YOUTH VOLLEYBALL CLUB**

#### **BYLAW I – MEMBERSHIP**

1.1 Membership in the Club shall be open to all registered players, head coaches, assistant coaches, and executive members.

1.2 Membership is on an annual basis and the membership year shall be from August 1st to July 31st of the following year with the exception of the executive who will remain in office until the annual AGM.

1.3 The membership fees shall be determined by the end of September of each year.

1.4 Membership of any member of the Club may be suspended or rescinded for just cause by majority vote of the current executive. This shall include transgressions of the Ontario Volleyball Association or Scorpions Youth Volleyball Club's Code of Conduct.

1.5 The Secretary shall give at least 48 hours notice to such member that a meeting will be held at which time the Executive will consider the revocation/suspension of their membership.

The Secretary shall further advise the member that they are entitled to attend the meeting but only to give reasons why they oppose the proposed revocation/suspension of membership. Immediately after the meeting, the President shall verbally inform the member of the Executive's decision. The decision of the Executive is final. A member whose membership has been rescinded will be eligible for membership at a future date as determined by the Executive.

1.6 No member shall canvas, solicit or exhibit any service or product of any kind whatsoever on Scorpions Youth Volleyball Club premises or at a meeting, activity or event of the Scorpions Youth Volleyball Club unless previously authorized by resolution of the Executive.

1.7 No member shall utilize the membership telephone/email/ mailing directory for solicitation or canvassing of any product or service .

1.8 Contacting players by phone, mail or e-email shall be done on a per team basis by that team's coach or designate, and/or the Executive for the Club mandated issues. Group email newsletters will be sent to keep the members up to date on club activities.

## **BYLAW II– EXECUTIVE**

2.1 The Executive shall consist of:

- i. President
- ii. Past President
- iii. Treasurer
- iv. Fundraising Coordinator
- v. Uniform Coordinator
- vi. Registrar
- vii. Secretary
- viii. Ayr Program Representative

2.2 To be nominated for the Executive a person must have at least one year of experience within the Club.

2.3 To be nominated to run for president the person must have at least one year of experience on the Executive.

2.4 Executive elections shall be staggered to ensure for a smooth transition.

2.5 The members of the Executive shall receive no remuneration for acting as such.

2.6 Members of the Executive may resign by resignation in writing which shall be effective upon acceptance of the Executive.

2.7 The office of an Executive member shall be automatically vacated:

- i. If the executive member has resigned their office by delivering a written resignation.
- ii. If an executive member has been asked to vacate their position by majority vote of the Executive.
- iii. On sickness and/or death.

2.8 Vacancies on the Executive may, so long as a quorum of executive members (50%) remains in office, be filled by the executive from among members of the Scorpions Youth Volleyball Club. Otherwise, such a vacancy or vacancies shall be filled at the next Annual General Meeting of members at which the Executive for the ensuing year are elected. If there is not a quorum of executive members, the remaining executive members shall call a meeting of members to fill the vacancy or vacancies.

2.9 Only the Executive or those appointed by the Executive have the legal authority to initiate communication to all players within the Club.

## **BYLAW III – DUTIES OF THE BOARD MEMBERS**

3.1 The President shall promote the Scorpions Youth Volleyball Club, be responsible for the overall operation of the Club, preside at the annual general meeting, preside at regular executive meetings and be an ex-officio member on all committees.

3.2 The Treasurer shall be responsible for the maintenance of the financial records and for the collection and disbursement of funds. They shall further prepare and submit to the Annual General Meeting a financial statement of the affairs of the Scorpions Youth Volleyball Club. They shall also perform such duties as may be determined by the Executive.

3.3 The Fundraising Coordinator will be responsible for club fundraising and applying for

grants. They shall also perform such duties as may be determined by the Executive.

3.4 The Uniform Coordinator shall be responsible for the sourcing and purchasing of uniforms. They shall also perform such duties as may be determined by the executive.

3.5 The Registrar shall be responsible for ensuring the registration of competitive team players and tournament registration of competitive teams.

3.6 Secretary - The secretary will:

- take and maintain minutes of AGM and other board meetings,
- monitor Police Check dates for coaches to ensure they remain current,
- keep current spreadsheet of coaches contact information, NCCP coaching numbers, monitor Respect in Sport for Parents Coach Compliance,
- complete yearly club information form as required by OVA,
- monitor coaches qualifications compared to OVA requirements.
- assign teams to cover Conestoga Varsity Games
- update the Government of Ontario Ministry of Government Services Form 1 yearly to update director information annually as board members change.

3.7 The Past President shall advise the executive on all matters relating to the Club. They shall serve on the executive for a period of one year. They shall also perform such duties as may be determined by the executive. They shall not have a vote on any matter at executive meetings.

3.8 The Ayr Representative shall be responsible for all aspects of the growing Ayr indoor and beach volleyball programs there.

3.9 Board members who have children playing competitive volleyball in the club will be given a 50% discount on their child's fees.

## **BYLAW IV – COMMITTEES & COORDINATORS**

4.1 By September 30 of each year, the Executive will determine if the following committees and coordinators are necessary.

4.2 The President shall be an ex-officio of all committees.

4.3 The committees listed below are the most likely committees that the club may require.

- i. Coaches Technical Committee
- ii. Discipline Committee
- iii. Fundraising Committee
- iv. Spirit Wear Committee
- v. International Tournament Registration Coordinator
- vi. Non Competitive Program Coordinator
- vii. Volunteer Coordinator
- viii. Coaches Hiring Committee

4.4 A quorum for all committee meetings is 51% of the committee members.

4.5 Committee decisions shall be by majority vote.

4.6 All committees must keep records of meetings. All records are to be forwarded to the president on an ongoing basis. The president will then forward to the appropriate

executive member.

4.7 The Executive must approve all committee decisions by majority vote.

4.8 The Executive can decide if the committee's work can be done by a single person or if a full committee is necessary.

4.9 Duties of the committees and coordinators are as follows:

i. The Coaches Technical Committee will be responsible for recommending to the board what technical training sessions are needed for our indoor season coaching staff. The committee will also recommend how many sessions, and who can deliver these sessions. These recommendations will be sent to the board in late August each year. The board will respond back within 30 days with an approved budget.

ii. The Discipline Committee is responsible for resolving issues related to members and parents not complying with the Club and the OVA and Scorpions Code of Conducts.

iii. The Fundraising Committee will be responsible for pursuing Corporate sponsorships for the club.

iv. The Spirit Wear Committee is responsible for organizing , and selling of Scorpions Spirit Wear, specifically Scorpions hoodies and track pants to all competitive and non-competitive players.

v. International Tournament Registration Coordinator – is responsible for registering teams for tournaments outside of Canada

vi. Development Program Coordinator - The Non Develop Program Coordinator is responsible for overseeing the scheduling and implementation of the Development Scorpions Volleyball program including our Learn to Play and Winter/Summer League Programs.

vii. Volunteer Coordinator - Helps recruit volunteers to support club initiatives

viii. Coaches Hiring Committee - Made up of the executive (Board Members) will help the President in evaluating candidates and submitting them to the board for a decision. It will consist of an interview and evaluation of the following criteria.

- a. Club needs
- b. Previous season team rankings
- c. Parents surveys
- d. Coaches survey
- e. Compliments/complaints received during the season
- f. Compliance to our Coaches Code of Conduct
- g. Technical knowledge / Coaching Level of the coach
- h. Suitability for gender and age group
- i. Observations by president/board during the season

4.10 Committees will be expected to make recommendations to the Executive for improvement in areas of their activities.

## **BYLAW V – MEETINGS**

5.1 The annual general meeting shall be held sometime during the last two weeks of September or at the earliest convenient date.

5.2 The annual general meeting notice shall be posted one month before the date of the meeting on the clubs website and an email sent to all members.

5.3 The president shall set a schedule for executive meetings and call special executive meetings outside the scheduled dates as necessary. A minimum of 4 board meetings shall be scheduled each year.

5.4 Special meetings may be called at any time. Any three members of the Executive must make the request and the meeting must be held within two weeks of the request.

5.5 All members of the Executive shall be notified at least 48 hours prior to any executive meeting or special meeting. If acceptable contact cannot be made, the president or secretary will attest to the fact that at least two attempts were made to contact the individual concerned.

5.6 A majority of the executive voting members shall form a quorum for the transaction of business at any meeting of the executive members.

## **BYLAW VI –VOTING**

6.1 Election of succeeding executive shall be by majority vote at the Annual General Meeting. Elections of the executive should be staggered over different years to ensure the continual smooth running of the club.

6.2 The elected positions shall be President, Treasurer, Secretary, Uniform Coordinator and Registrar.

6.3 Election of the executive shall be by secret ballot at the AGM.

6.4 A person wishing to be candidate for an Executive position must:

i) be a minimum 21 years old

ii) have no criminal record

iii) be of sound mind

iv) for President, have been a member of the executive for at least two years

v) submit by email their nomination, a resume and the name and signature of a person who has seconded the nomination.

vi) This must be done no later than 2 weeks before the Annual General Meeting. It must be emailed to [info@scorpionsvolleyball.ca](mailto:info@scorpionsvolleyball.ca) or mailed care of the Recording Secretary.

6.5 There will be no new nominations accepted at the Annual General Meeting.

6.6 Each person at the AGM may only vote once under the following conditions:

i. Voting at the annual general meeting is restricted to one vote per family of a registered child.

ii. Each board member has one vote.

iii. Each head coach and assistant coach has one vote.

6.5 For members less than 18 years of age that vote is the parent/guardian responsibility. For members over 18 years of age the responsibility is their own.

6.6 No proxy voting is allowed at the AGM.

## **BYLAW VII – ORDER OF BUSINESS**

7.1 The order of business at an Annual General Meeting of the Club shall be as follows:

i. Notice of Meeting

- ii. Approval of Agenda
- iii. Minutes from preceding meeting
- iv. Reports
- v. Elections
- vi. Amendments to Constitution and Bylaws
- vii. New Business
- viii. Adjournment

7.2 Any amendments to the Constitution and Bylaws or new business agenda items to be considered at Annual General Meeting must be submitted by email (info@scorpionsvolleyball.ca) or in writing to the Recording secretary no later than 2 weeks before the meeting.

## **BYLAW VIII – COACHES**

8.1 The club hires all coaches.

8.2 All coaches in the club coaching a competitive indoor team or program will be sent an email with a letter of offer by the president. The coach must reply if they accept the offer or not.

8.3 Coaches for Camps - The club will decide what camps to hold and develop a budget. The club will send out a contract to the coaches who they have hired to run the camps. The coaches must return the signed contracts. No other coaches are allowed on the court. Note: The board must be notified and approve any changes in personnel prior to the camp should one of the contracted coaches be unavailable

8.4 Coaches For Technical Committee Training - Once the club approves the coaches technical committee recommendations for the year, they will set the budget and hire all coaches. No other coaches are allowed on the court. Note: The board must be notified and approve any changes in personnel prior to the camp should one of the contracted coaches be unavailable.

8.4 Only current Scorpions coaches can be on the courts for practices, games and tournaments. To see who our current list of coaches go to the Scorpions website Coaches tab.

8.5 All coaches must submit a police check for working with the vulnerability sector to the Club. This cost is at the club's expense. This applies to any volunteers working with youth in our club.

This must be completed no later than October 30. Coaches who start with the Club after this date must submit a police check no later than four weeks after agreeing to work with a team.

8.6 All coaches must submit to the Club their NCCP number to the Club upon agreeing to coach or assistant coach with a team. If the coach does not have NCCP certification, they must provide an exception number as soon as they receive it from the Ontario Volleyball Association.

8.7 All coaches must meet the requirements as outlined by the Ontario Volleyball Association which includes, amongst other requirements, the need to complete the Screening Disclosure form.

8.8 All coaches must carry a player emergency contact information list and be aware of



any special medical needs of the players on the teams.

8.9 The Coaching Committee will submit the names to the board for all coaches to be hired for all teams and programs. The board must approve these coaches.

8.10 All coaches must abide by the code of conduct as outlined by the Ontario Volleyball Association and the Scorpions Youth Volleyball Club code in annex 1. Failure to abide by the code of conduct could result in disciplinary action by the Executive.

8.11 After team selections are completed, if a coach is considering releasing a player from the team, the coach must adhere to the following guidelines:

- i. The Head Coach must let the President know of their intentions and course of action.*
- ii. Communication to the player and parent about the concern must be done by the Head Coach in writing copying the President in the letter There will be an opportunity to address the coach's concerns, within a given time period agreed to by the Head Coach and the President.*
- iii. If the player does not meet the coach's concerns within the time period, the coach will then release the player immediately.*
- iv. The coach should make every effort to release the player well before the OVA player registration deadline.*
- v. If the player and/or parent do not agree with the process then an appeal process is available through the Executive.*

8.13 Competitive team Coaches will be paid an honorarium decided on by the executive.

8.14 The club will pay for coaches certification courses if the coach stays with the club for a minimum of two years.

8.15 The requirements for coaching are identified by the Ontario Volleyball Association [LINK](#).

8.16 Head coaches who have children playing competitive volleyball in the club will get 50% discount for 1 child

8.17 - No coach will deliver private training lessons when under a Scorpions school board permit or at our rented or leased facilities, during those times our rental or lease agreement applies

8.18 - Coaches must follow the Ontario Volleyball Association (OVA) [SafeSport-Abuse Prevention - Person In Authority Policy](#). This includes Codes of Conduct to prevent harassment, discrimination amongst others. It also includes Rule of Two - The 'Rule of two' means that a Person In Authority (PIA) is never alone or out of sight with an athlete. Here is the [LINK](#) to read the document.

8.19 - [High School Apprentice Coach](#) - We will encourage high school age players and former players to get involved as coaches. The purpose is to get them involved in coaching and giving back to the community at a young age so hopefully they will return to coach later in their life.

8.20 No coach/member shall canvas, solicit or exhibit any service or product of any kind whatsoever on Scorpions Youth Volleyball Club premises or at a meeting, activity or event of the Scorpions Youth Volleyball Club unless previously authorized by resolution of the Executive.

8.21 No coach/member shall utilize the membership telephone/email/ mailing directory for solicitation or canvassing of any product or service . This is in violation of Canada's Anti-Spam legislation and club policy.

## **BYLAW IV– PLAYERS**

- 9.1 All players must register in their appropriate age category in the house leagues. Players are allowed to play up in competitive teams but this practice is not encouraged.
- 9.2 Players must provide a copy of their birth certificate.
- 9.3 All players must be paid in full before Provincials on any team in the Club unless the president in consul with the treasurer has been granted special circumstance.
- 9.4 All players must abide by and sign the code of conduct as outlined by the Ontario Volleyball Association and our code of conduct in annex 3.
- 9.5 The Executive may discipline players and apply penalties as ruled by the Executive as per a violation of the OVA or our code of conduct.
- 9.6 Players requesting a release from the Club will be granted such a release.
- 9.7 Any player, less than 18 years of age, caught intentionally damaging equipment will have their parent/guardian held liable for replacement.
- 9.8 Any player, who misses two consecutive tournaments or three consecutive practices without notification and/or valid reason, may be removed from a team. The head coach must advise the Executive who will review the circumstances and recommend a course of action.

## **BYLAW X – PARENTS**

- 10.1 Parents are responsible to provide and coordinate punctual transportation to and from the practices and tournaments.
- 10.2 Parents must represent the Scorpions Youth Volleyball Club in a positive and responsible manner.
- 10.3 Parents must support their son/daughter, team members and coaching staff.
- 10.4 All parents must abide by and sign the code of conduct as outlined by the Ontario Volleyball Association and by this Club in annex 2. Failure to abide by these codes of conduct may result in disciplinary action as decided by the Discipline Committee.

## **BYLAW XI – INDOOR COMPETITIVE TEAMS**

- 11.1 All players must wear the assigned uniform at all exhibition and tournament play.
- 11.2 All equipment provided by the Club must be treated with care and respect.
- 11.3 The coaches are responsible to allot appropriate game time to players as required to enhance our ability to provide a positive experience.
- 11.4 Payment of registration fees does not guarantee playing time on competitive teams.
- 11.5 All teams must run tryouts.
- 11.6 All teams must carry a minimum of 9 and a maximum of 12 players based on OVA regulations.

11.7 Emergency Call-ups. Players will be allowed to move up a division to play on a team under the following conditions:

i. The coach of the team the player is registered with is notified prior to the player being asked.

ii. The coach requesting the move follows OVA guidelines.

iii. The coach requesting the move keeps the best interests of the player in mind.

11.8 In the event teams become short of players due to injuries or any other loss of athletes, the Club may look at athletes from within the club system.

11.9 All parents whose child is on a competitive team must sign the appropriate OVA documents, register with the NRS and sign the Scorpions Club Contract (Annex 4) as well as the coaches code of conduct included in it. Players must sign the players code of conduct in the contract also.

11.12 - The board will send out a confidential survey to all coaches and parents of competitive team players at the end of the season to gather information on their experience with the club and how it can be improved

11.13 - One parent of each competitive player must complete the Respect in Sport online course.

11.14 - **Southwest Tournaments** - The club will support the growth of the Southwest Volleyball Tournaments by having teams in at least two age categories each year. These teams are non-OVA. They practice once a week in addition to being in our Developmental and League programs. They enter Southwest and other non OVA tournaments. They pay a reduced rate than OVA competitive teams and are given Scorpions competitive jerseys.

11.15 - The coaches will hand out the Tryout Information Letter at tryouts to help parents make a better informed decision on what would be required of the player and parent if they make the team.

11.16 - The coaches will send out a Letter of Offer to parents whose son/daughter have been chosen to be on the team. The letter of offer will include the requirement to have a parents only meeting to discuss what tournaments they will attend in addition to their regular OVA tournaments.

11.17 "calling up players". If a team is in need of additional players due to injuries or resignations only players from within the club may be used, beginning with competitive team players, then select, then house league players.

## **BYLAW XII – PROVINCIALS/NATIONALS**

12.1 Attendance to the National Championships is the decision of the individual teams.

12.2 Funding for Provincials is included in fees. Funding for Nationals is the responsibility of each team.

## **BYLAW XIII - LEARN TO PLAY & HOUSE LEAGUE PROGRAMS**

13.1 The Club will offer the following non-competitive Indoor and Beach programs:

- *Monsters - ages 7-9,*
- *Scorpions 1 - Developmental and House League ages 10, 11,*
- *Scorpions 2 - Developmental and House League ages 12-14 and*
- *Scorpions 3 - Developmental and House League program for high school age students.*

13.2 Players are given equal playing time in all house league games.

13.3 The Club will strive to ensure these programs are affordable for the majority of the population.

13.4 The Club will hire, with the appropriate honorarium, coordinators, that are a minimum 16 years old, to run or assist in the various programs.

13.5 The Club will offer sessions in Sitting Volleyball.

13.6 The Club will continue to explore expanding their Grass Volleyball program.

#### **BYLAW XIV COMPETITIVE BEACH PROGRAM**

14.1 The Club will have a competitive beach volleyball program that will consist of one group practice and one group scrimmage a week.

14.2 Competitive Beach Duos from outside the club will be chosen by submission of a letter from the Duos stating why they want to play in the Scorpions competitive beach program. Spaces are limited in the program.

14.3 Players accepted into the program are expected to attend tournaments put on by the Scorpions Club

14.4 Competitive Beach fees will be set each year no later than March.

#### **BYLAW XV – SCORPIONS SAND COURTS**

15.1 The Executive will approve any changes or renewal of our lease or yearly payments for use of any sand courts utilized by the Scorpions club

#### **BYLAW XVI – HOSTING TOURNAMENTS INDOOR, BEACH & GRASS**

16.1 At the start of the Indoor and Grass/Beach Seasons the Executive will be notified by the President of tournaments the club will host.

16.2 Additional indoor tournaments may be added as per the gaps in the OVA competitive tournament schedule.

16.3 Scorpions will host Open and Recreational Divisions in their non OVA competitive tournaments

#### **BYLAW XVII – INSURANCE**

17.1 The Club shall have Board of Director Insurance and General Club Liability Insurance. They will also be covered under the Ontario Volleyball Association Insurance. The club will also use waivers for various programs and events they host.

## **BYLAW XVIII – FINANCIAL MANAGEMENT**

18.1 Executive shall set competitive player fees based on advice by the Treasurer.

18.2 All Club expenses and purchases will be paid by cheque bearing the signatures of two signing officers: the President and Treasurer.

18.3 A financial statement will be provided at each executive meeting.

18.4 A financial statement will be made available at the Annual General Meeting.

18.5 Cancellation Fees for Scorpions Learn to Play and House League Programs  
A parent who cancels the registration of their child will have the following charges.

- Within two weeks after the first program start date – 15% of registration fee,
- After two weeks but before 4 weeks after the program start date – 25%,
- After the program has been running one month – No money will be refunded

18.6 Refunds for competitive players will be considered by the Executive if a player has been released by the coach, a documented injury occurs that ends the player's season or the player is removed by the Executive.

18.7 Competitive Players who remove themselves from the team will receive no refund.

18.8 Individuals within the Club may not purchase items and expect a refund from the Club without prior permission of the Executive.

18.9 All fundraising monies carried out by the club, parent groups or teams flow through the club's financial records unless approved by the executive.

18.10 No member shall charge another member of the organization a fee to offset incurred costs and/or to gain profit, for services or product, without permission of the Executive. The request for permission must be forwarded to the Executive in writing.

18.11 In the event the club ceases to exist, the net assets from liquidation shall go to local Charities or another non profit as decided by members of the outgoing executive.

18.12 – A bookkeeper may be hired, with approval by the board, to help the treasurer with the finances documentation and management relating to the club.

18.13 - Collection of Payments - The club shall endeavour to ensure all payment for Scorpions run programs and tournaments are done online. Payment by cash is discouraged. Cheques are acceptable. Pre-numbered receipt books will be given to coordinators of the programs and tournaments to ensure receipts are given if cheques or cash are received.

18.14 - Preparation of Budget - The President will provide to the board a budget for their approval for the Indoor and Beach programs, Competitive Program, Tournaments and Camps for approval each season.

18.15 - Expenditure Limits - No purchases above \$5,000 shall take place without board approval.

18:16 - Coaching and Assistant Honorariums - See Annex 5

## **BYLAW XIX – HARASSMENT, BULLYING, DISCRIMINATION**

19.1 The Scorpions Coaches Code of Conduct, the OVA [SafeSport Person In Authority](#) Code of Conduct, the Scorpions Parents and Players Code of Conduct clearly state that bullying, harassment or discrimination against another person are forbidden.

19.2 Failing to comply with the codes of conduct could result in disciplinary measures against the person with the offending behaviour.

## **BYLAW XX – CONCUSSION MANAGEMENT**

20.1 The club recognizes the importance of managing a concussion injury. It is the responsibility of the physician to diagnose the injury. The club will ensure that:

- i) EDUCATION :All club coaches must take the [Making Headway in Sport course](#).
- ii) PROTOCOL - We follow the Volleyball Canada Concussion Policy and Protocol [LINK](#).

## **BYLAW XXI – INJURY REPORTING**

21.1 The Ontario Volleyball Association requires that an Injury Form be completed and submitted to them when the injury requires medical attention. Here is the [LINK](#) to the form.

## **BYLAW XXII – MEMORIAL FLOWERS & DONATIONS**

22.1 In the event of a death related to members of the club, the President with approval of the board will determine on a case by case basis if a donation or flowers should be sent.

## **BYLAW XXIII – BURSARY**

23.1 The Club shall offer a \$500.bursary each year to players who are financially unable to pay some of the fees associated with playing competitive indoor volleyball for the Scorpions Club.

23.2 Scorpions Athlete Educational Bursary Fund - each year the club will award to a graduating player (up to two players) a bursary of \$500. for having an academic average over 85% and will be going to a college or university the following fall semester.

23.3 The President will submit the names of the players to the board for approval who have asked for assistance.

## **BYLAW XXIV – SPONSORSHIP**

24.1 The Scorpions youth volleyball club will not accept donations or sponsorship from individuals or companies selling or promoting alcohol, cannabis, cigarettes or guns.

## **BYLAW XXV - COACHING RECOGNITION**

25.1 Coaching Recognition - The club will recognize coaches who have coached for the Scorpions Volleyball Club for minimum of 5 seasons by:

- Thank you on website and social media platforms
- Plaque
- Visa Gift card - \$50 to \$100 depending on the current financial situation of the Club at time of coach departure
- Card signed by all board members

End of season - A Thank You to all coaches is posted on website and social media

## **BYLAW XXVI – AMENDMENT TO THE CONSTITUTION AND BYLAWS**

26.1 The constitution may be amended at the annual general meeting by majority vote.

26.2 A “Notice of Proposed Amendment” must be submitted to the president at least two weeks in advance of the annual general meeting.

26.3 The by-laws must be ratified at each annual general meeting.

26.4 Amendments to the bylaws may be made by majority vote of the Executive at regular executive meetings.

Adopted by: Scorpions Youth Volleyball Club Inc. Sept 28th, 2020, Cambridge Ontario  
Signed by:



Paul Langan, President,

Dated – Sept 08th, 2021

original signed

Tammy Ball, Treasurer,

Dated – Sept. 28th, 2020

## Annex 1 - **Scorpions Youth Volleyball Club Inc. COACHES CODE OF CONDUCT**

- The club must ensure all members of the coaching staff follow and enforce codes of conduct including rules and regulations as put forth by Volleyball Canada and the Ontario Volleyball Association.
- Will treat all participants in a manner that promotes fairness, integrity and mutual respect.
- Must refrain from making comments or gestures that are disrespectful, offensive, abusive, racist or sexist in any way.
- Will set a fine example for all children and be a role model for participants on and off the court.
- Will promote and enforce all safety regulations to protect the health and welfare of all participants.
- Verify to the best of your ability that all players are healthy and physically fit prior to allowing them on the court.
- Will remember that children are involved in volleyball for the fun and enjoyment of the game. Players must learn how to win or lose with dignity and respect for all participants.
- Will promote teamwork and encourage all players to have confidence in themselves through effective coaching techniques and positive reinforcement.
- Must remember that all players need and deserve their fair share of court time to improve and develop volleyball skills.
- Must be reasonable when scheduling extra games or practices, remembering that players have other interests and obligations.
- Will teach participants to play fair and respect the rules of the game, opponents and officials.
- Will strive to ensure that all players get equal instruction, guidance and support.
- Must ensure that no player is subjected to harassment or abuse as a result of a poor performance or mistakes made during a practice or game.
- Will obtain necessary training and certification to upgrade and improve coaching skills and knowledge.
- Will work in cooperation with other Scorpion coaches and board members to provide a safe environment that is free of harassment or abuse. A coach must not engage in activities that undermine the club or other coaches in the club.
- The Coach will strive to create an atmosphere of mutual respect amongst the players, both on and off the court. The coach will ensure that players are aware that bullying of any kind, including cyber bullying, will not be tolerated and may result in dismissal from the team
- A coach must follow our Scorpions Club Bylaws, Coaches Code of Conduct and the OVA SafeSport Person in Authority Code of Conduct.
- Failure to comply with this code of conduct will result in disciplinary action.

\_\_\_\_\_  
coach

\_\_\_\_\_  
date



## Annex 2 - Scorpions Youth Volleyball Club Inc. PARENTS CODE OF CONDUCT

- It is a policy of the Scorpions Youth Volleyball Club (SYVC) to provide a safe and fun environment for children to play volleyball.
- Let all participants play for the fun of the game and do not spoil your child or any other child's fun.
- Encourage your child to play by the rules and to enjoy the game.
- Respect all players, coaches, opponents, game officials and spectators.
- SYVC enforces a zero tolerance policy towards situations of harassment, abuse or discrimination directed against game officials, players, coaches or spectators.
- Recognize that every member of the SYVC is a volunteer.
- Help and encourage all volunteers whenever possible to allow them to work to the best of their ability.
- Recognize and applaud good play by your child as well as members of both teams.
- Do not embarrass your child by yelling at players, coaches, game officials or spectators. Your child will benefit when you show a positive attitude towards the game and all of its participants.
- Failure to comply with this code of conduct will result in disciplinary action

\_\_\_\_\_

parent

\_\_\_\_\_

date

### Annex 3 - **Scorpions Youth Volleyball Club Inc. PLAYERS CODE OF CONDUCT**

I am participating in volleyball because I want to, not because others including Parents or coaches want me to play.

I will play by the rules of volleyball and in the spirit of the game.

I will represent the Scorpions Youth Volleyball Club in the community in a respectful and responsible manner.

I will respect my teammates, opponents, game officials and spectators.

I will do my best to be a true team player.

I will remember that winning is not everything. Having fun, improving skills, making friends and doing my best are also important.

I will remember that coaches and officials are there to help me. I will accept their decisions and always show them respect.

I understand that Bullying or Harassment is strictly forbidden.

Failure to comply with this code of conduct will result in disciplinary action.

\_\_\_\_\_

player

\_\_\_\_\_

date

## SCORPIONS YOUTH VOLLEYBALL CLUB INC. CODE OF CONDUCT AND CLUB CONTRACT

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I \_\_\_\_\_ (players name)

have agreed to play for the Scorpions Youth Volleyball Club Inc. (SYVC)

on the \_\_\_\_\_ team for the \_\_\_\_\_ (year)  
indoor season.

### Players Code of Conduct

1. I will respect everyone involved in my volleyball experience: parents, coaches, teammates, officials, opponents, spectators and members of the Scorpions Board
2. Harassment, bullying, violence, bad language, using alcohol or drugs will not be tolerated.
3. I will remember that coaches and officials are there to help me. I will accept their decisions, and appreciate the challenges of their position.
4. I will remember that winning isn't everything, and to control my temper when things aren't going my way. Having fun, improving skills, helping my teammates become better players and doing my best are also important
5. I will respect all the facilities that I use with my team: gymnasiums, schools, restaurants, hotels and washrooms. I will remember to put all my garbage in the trash bins and not use volleyballs in school hallways and hotel rooms.
6. I will remember to be a true team player – because volleyball is a team sport
7. I will represent the SYVC and my community in a responsible manner
8. I will play by the rules and the policies of volleyball as defined by Volleyball Canada and the Ontario Volleyball Association

## Parents Code of Conduct

- Let all participants play for the fun of the game and do not spoil your child or any other child's fun.
- Encourage your child to play by the rules and to enjoy the game.
- Respect all players, coaches, opponents, game officials , spectators and Scorpions Board members.
- SYVC enforces a zero tolerance policy towards situations of harassment or abuse directed against game officials, players, coaches, spectators or Scorpions Board members.
- Recognize that every member of the SYVC is a volunteer.
- Help and encourage all volunteers whenever possible to allow them to work to the best of their ability.
- Recognize and applaud good play by your child as well as members of both teams.
- Do not embarrass your child by yelling at players, coaches, game officials or spectators. Your child will benefit when you show a positive attitude towards the game and all of its participants.
- Will pay our fees on schedule or arrange alternative schedules with the club to fit our financial situation

*The discipline policy of the SYVC, as found in their bylaws, will be followed if any of the above codes of conduct are not complied with.*

The SYVC follows the Ontario Volleyball Association Tryout Policy.

There is a \$100. Non-refundable resigning fee (that amount will be reduced from your club registration fees)

We have read the SYVC Contract and Player and Parents Code of Conduct and agree to abide by the responsibilities and rules outlined therein.

Name of Parent/Guardian \_\_\_\_\_ (print)

Signature of Parent/Guardian \_\_\_\_\_

Date \_\_\_\_\_

## **Annex 5 - Coaching Honorariums**

Assistants/Referees at Scorpions House League Tournaments and 12U/11U Tournaments - \$14.00/hr

Scorpions 1, 2, 3, Program Head Coach - \$500 to \$900. for each FALL and WINTER SESSION.

Scorpions Monsters Program Head Coach - \$500. October to March Program.

Scorpions 1& 2 Program Adult Lead Assistant - \$500.-\$700.

High School Assistants for these programs - \$14/hr.

Competitive Teams WHITE Head Coaches - \$1,000. to \$1,400.

Competitive Teams WHITE Assistant Coaches - \$500 - \$800.

Competitive Team GREEN & GOLD - Head Coaches - \$1,200 - \$3,000.

Competitive Team GREEN & GOLD Assistant Coach - \$500. - \$1,200.