

In-Depth Region Organizational Advancement Standards

Purpose: The purpose of the In-Depth Region Organizational Advancement Standards is to take a deep-dive into Regional Volleyball Association governance, management and operations to ensure that all regions are meeting a standard of excellence agreed upon by the RVAA.

Background: The USOPC has begun working on revamping NGB audit standards. In an effort to get ahead, it was suggested during a USA Volleyball Strategic Planning process that the RVAA establish a set of standards for all regions to meet. These standards provide best practices, professionalism and consistency across all regions, and also ensure that information is available to our members on region websites in a consistent manner.

Process: Every region would continue to fill out a Regional Audit online every year. In addition, once every four years, a region would be asked to provide “deep dive” information to the RVAA Stakeholders committee via an online reporting link. This information is outlined below. The committee would then work with a region who does not meet the standards, in order to ensure that all regions are within compliance. USA Volleyball has also offered staff resources to aid regions in achieving compliance.

Note: Most of the items in the “Meets” category are already required per the RVAA Admin Manual and USAV documentation. This document is to organize and formalize the process.

Standards

These standards are broken down into five categories. Within each category, there are minimum requirements (listed as Meets) that a region must reach in order for that region to be listed as Meeting Standards. If a region does not meet all of the minimum standards, members of the RVA will work with that region to achieve compliance. All regions are expected to meet minimum standards at all times, not just in an audit year.

There are also additional items listed in each of the five categories to help identify best practices that other regions can use. Completing these extra items does not count in the overall determination of Meeting Standards, but are listed to give some direction on additional items to work towards.

Connection with USA Volleyball

Meets:

1. Certifies that all members of the region staff and board of directors are current members with clear background screens and SafeSport training.
2. Region appoints/elects a referee chair and score chair OR an official’s chair
3. Region identifies its current principle representative to USAV and the RVAA
4. Region provides its yearly audit to the Stakeholders Relationship Committee, which collects information on the region’s corporate documents and dates changed
5. Region uses the rules of play adopted by USA Volleyball, or a variation thereof, for developmental purposes

6. Region has the correct USA Volleyball logo on the region's website

Exceeds:

1. Region has language in their 990 that connects the region to USA Volleyball
2. Region leadership actively participates in RVA committees and meetings
3. Region publicizes USA Volleyball social media content on the region's social media, where applicable.
4. Region works with USAV (where applicable) to host or promote events

Region Operations

Meets:

1. Region has male and female leadership, as volunteers or paid staff, available to perform functions as player representatives and directors for programs and activities
2. Region registers participants only with the RVA of USA Volleyball, who shall be considered members of the Region
3. Region offers programming and posts relevant information on the region's website
4. Region recruits, trains and certifies officials
5. Region posts procedures for new club registration on the region's website
6. Region posts membership registration information on the region's website

Exceeds:

1. Region responds within one business day to customer service inquiries
2. Region has at least monthly communication with club directors
3. Region provides programming for underserved populations and information is posted on the region's website and shared on the RVAA Best Practices website
4. Region provides additional services and educational opportunities to coaches and/or officials (clinics, mentoring, etc.)
5. Region has a dedicated page on the website to Diversity & Inclusion initiatives
6. Region has at least monthly communication to all members
7. Region provides an Employee Handbook to all employees upon hiring, and keeps it current with applicable state laws and HR policy changes
8. Region has in place an active employee review process
9. Region has a membership feedback process or routinely surveys membership

Board of Directors / Governance

Meets:

1. Region selects, over appropriate terms, its Board of Directors and Officers, in a manner consistent with the laws of the state of incorporation, and unless otherwise dictated by law or necessity, in a "democratic" manner, meaning elected versus appointed
2. Region is incorporated under the laws of (one of) the state(s) in which it is located. Upon dissolution or termination of recognition, with just cause, as a RVA by the corporation, all assets

shall inure to the benefit of the Corporation for use in the same geographical area of the RVA for the development of volleyball activity

3. Region has a written conflict of interest policy for the staff and Board of Directors, and it is posted on the region's website
4. Region has a written mission statement that is posted on the region's website
5. Region has 990s posted on the region's website or will provide them upon request

Exceeds:

1. Region has a dedicated section on the region's website for Board of Directors information, including contact information for board members
2. Region has biographies on Board of Directors members posted on the region's website
3. Region has a dedicated section on the region's website for corporate documents
4. Region posts annual and board of director meeting minutes on the region's website
5. Region posts upcoming board of directors meeting information on the region's website
6. Region has publicized election procedures posted on the region's website
7. Region has conducted a SWOT analysis of the region at least once in the last four years
8. Region has conducted a strategic planning session at least once in the last four years, and has a written plan that has been communicated to its membership and posted on the region's website
9. Region has dedicated committees on the region Board of Directors, and has those committees publicized on the region's website

Policies and Procedures

Meets:

1. Region adopts, supports and implements the policies of USA Volleyball
2. Region has the most current version of their by-laws posted on the region's website
3. Region has anti-discrimination policies and they are posted on the region's website
4. Region has a refund policy and it is posted on the region's website
5. Region has a written Records Retention & Destruction Policy and it is posted on the region's website
6. Region has a written Whistleblower policy and it is posted on the region's website
7. Region has written a junior club player release policy (even if it is a no-release policy) and it is posted on the region's website
8. Region has a written grievance / problem submission / due process procedure on the region's website

Exceeds:

1. Region has a written independent contractor agreement (where applicable) for officials and it is posted on the region's website.
2. Region has written Diversity & Inclusion policies and they are posted on the region's website
3. Region has a written Junior Club Director Code of Ethics and it is posted on the region's website
4. Region has a written Officials Code of Ethics and it is posted on the region's website
5. Region has a Junior Club Director handbook or page on the website with all necessary information to help that club succeed

6. Region has an Officials handbook or page on the website with all necessary information

Member Safety

Meets:

1. Region recognizes and adopts (for purposes of RVA activities and privileges) any penalties imposed by the USA Volleyball Ethics & Eligibility Committee
2. Region has latest SafeSport documents and policies linked on the region's website
3. Region has a dedicated SafeSport contact on the region's website
4. Region has a direct link to the SafeSport reporting form on the region's website
5. Region has a written Harassment policy and it is posted on the region's website
6. Region has the latest insurance information and procedures linked on the region's website
7. Region has SafeSport Team Travel policies linked on the region's website
8. Region has indoor and outdoor facility safety requirements on the region's website

Exceeds:

1. Region has a dedicated SafeSport page on the region's website
2. Region has a Player/Coach/Spectator Code of Conduct on the region's website
3. Region's privacy policy is on the region's website
4. Region staff and volunteers have undergone anti-discrimination training
5. Region has a yearly club sanctioning process, to vet clubs who are operational to make sure they meet or agree to minimum standards
6. Region has cyber liability insurance
7. Region staff and volunteers have undergone unconscious bias training
8. Region encourages Licensed Athletic Trainers at all events
9. Region provides information on AED usage to all clubs and has information posted on the region's website
10. Region provides or links to concussion information on the region's website
11. Region encourages CPR training for all coaches
12. Region posts mental health resources on the region's website

Reviewing Submissions

All regions are required to complete all of the "Meets" items, as those are already required per RVAA and USAV Policy. If a region does not complete all of these items, members of the RVA will work with that region leadership until all items are completed and the region meets compliance. Each area that is met in the "Exceeds" category will be listed on that region's report in order for other regions to use as a Best Practice, as well as posted on the Best Practices page of the RVA website.

These standards are subject to change based on the recommendation of the RVAA Stakeholders Committee and approval by the RVAA. Final reports will be listed at www.usavregions.org.