

Mission Viejo Nadadores

Diving



2024-2025

TEAM HANDBOOK



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Introduction

Welcome to Mission Viejo Nadadores Diving! This handbook is designed to inform you of all pertinent information regarding membership in MVND. We encourage you to become familiar with the structure and management of MVND and invite you to become involved!

Diving develops both the body and the mind. The MVND program strives to instill self-esteem, personal accountability, self-motivation, mental toughness, physical fitness, goal setting, respect for others, perseverance, team spirit and loyalty.

Diving offers a wide range of opportunities and learning experiences including:

- 1) Development of technical skills and confidence in physical abilities
- 2) Learning to face challenges and overcoming fears
- 3) Learning to use your mind and developing your body
- 4) The experience of being a team member
- 5) Developing self-discipline
- 6) The opportunity to meet other athletes
- 7) The opportunity to reach your personal potential
- 8) The opportunity to pursue diving in college and earn scholarships
- 9) Become an international representative (i.e. World Championships, Pan Am Games, etc.)
- 10) Make an Olympic Team

Our elite divers have been invited to attend and compete for the nation's finest universities with athletic and academic scholarships. Some of the schools our divers have attended: Air Force Academy, Cornell, Dartmouth College, Harvard University, Yale, Georgia Tech, Naval Academy, University of California (Davis, Los Angeles, Santa Barbara, and Berkeley), University of Miami, University of Massachusetts, University of North Carolina, Stanford, Virginia, Wisconsin, USC, Cornell, UNLV, Michigan, San Diego State University, University of Houston, Indiana University, Purdue University, University of Texas, University of Kentucky, University of Arizona, Florida State University and Pepperdine.

Team and Individual Accomplishments: Please see our web site at mvndive.com

Anti-Discrimination/Equal Opportunity Employer

Adopted by the MVNF Board of Directors on 9/14/2017

Mission Viejo Nadadores does not and shall not discriminate based on race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, and vendors.

Mission Viejo Nadadores is an equal opportunity employer. We will not discriminate and will take measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Program Fact Sheet

The sport of diving is a safe, fun, exciting, and extremely rewarding sport for youth. Millions of children participate in organized sports, but only a few thousand of the most talented become divers.

While many divers dream of making the Olympic Games, others dream of making their High School teams or receiving a scholarship to college. Some may simply want to experience the sensation of flight in a recreational fashion. Our goal at Mission Viejo is to provide the opportunity for athletes at all interest levels in the sport of diving, the opportunity to thrive and enjoy what they are doing.

Vision Statement: Developing champions in the water and leaders in life.

Mission Statement: Providing an inclusive, diverse, safe environment for athletes to develop to their highest competitive success while learning life skills through professionally organized programming and events and providing opportunities to become active community leaders.

Safe Sport: The coaching staff and the organization adhere to the principles, policies and procedures established by Safe Sport and S.534 - Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 to prevent emotional, physical, and child abuse of amateur athletes. We also comply with the reporting requirements of the Victims of Child Abuse Act and have established reasonable procedures to limit one-on-one interactions between an amateur athlete who is a minor and an adult and have policies in place to prohibit retaliation.

Due to new Safe Sport regulations, any athlete or Master diver, 18 or over, wishing to participate in the program and/or competitions, must have completed the Safe Sport module at usadiving.org prior to participation and show proof of completion.

Membership: There are approximately 200 divers involved in the MVND Program: 60 ongoing lessons and Gym2Dive, 85 Novice, 55 Elite Divers (in 9 different training sessions).

Full-time staff: All coaches are safety trained through USA Diving. Each has passed a series of Safe Sport tests, completed a background check, been concussion trained, and is CPR First Aid, AED and Lifeguard certified.

Elite/High Performance Director	John Appleman
Associate Head Coach	Lauren Thiel-Lopez
Director of Developmental Diving	Liz Sanchez
Lead Developmental Diving Coach	Grayson Campbell
General Manager	Teri Chamoures

See the MVND website for bios of all our coaches and staff.

Facility: The Marguerite Aquatic Complex is one of the premier outdoor facilities in the country. Its physical address is: 27474 Casta Del Sol, Mission Viejo, CA 92692.

Programs: Elite Gold, Elite Silver, Elite Bronze, Elite Blue, Novice, Bitty Bouncers (when offered) Lessons (Blue Group), High School (Gold Group), Gym2Dive and Masters. Some programming also participates in weekly strength training in addition to their water time.

Contact Information

MVN Dive Office Phone Number: (949) 380-2538
MVN Dive Office Email Address: diveoffice@mvnadadores.org
MVND Public Website: <https://mvndiving.com/>
MVND Mailing Address: 27474 Casta Del Sol
Mission Viejo, CA 92692
MVND Parent & Coach Liaison: parentliaison@mvnadadores.org
MVND Social Medial platforms Face Book: Mission Viejo Nadadores Diving Team
Instagram: @MissionViejoNadadoresDive

Check the website and/or TeamUnify for special event times/details and the latest team news/information.

Parent & Coach Liaison: Parent-Coach conferences are welcomed by appointment. To schedule a meeting with a coach, go through the Parent & Coach Liaison (email listed above)

MVND Club General Manager: Teri Chamoures
(949)-380-2538
diveoffice@mvnadadores.org

Contact the MVND General Manager for team related questions: workout schedules, fees, billing, fundraising, etc.

MVND Coaching Staff Contacts:

John Appleman coachjohn@mvnadadores.org
Elite/High Performance Director (614) 302-0250

Lauren Thiel-Lopez coachlo@mvnadadores.org
Associate Head Coach (480) 298-0576

Liz Sanchez coachliz@mvnadadores.org
Director of Developmental Diving (619) 517-4446

Grayson Campbell coachgrayson@mvnadadores.org
Lead Novice Program Coach (703) 346-7030

Governance

MVN Foundation: MVN Diving is part of the Mission Viejo Nadadores Foundation - a 501(c)(3) charitable organization. The Foundation is financially responsible for the sports of swimming and diving and operates under one EIN number. Diving has 5 representatives on the Board of Directors comprised of 16 members (9 swim and 2 City of Mission Viejo representatives). The Board of Directors meets monthly in person or Zoom to discuss matters of interest to both sports. The head dive/swim coaches are considered leaders of their respective sports and answer to the Executive Director who then reports to the Foundation Board. Board members are elected by the membership and have staggered terms of two years. Any member parent may run for election to open seats each October. All paying members in good standing are eligible to vote in MVN Foundation elections.

MVN Dive Committee: This committee is a standing subcommittee of the Foundation. It is comprised

of 5 members and elected by the diving membership in staggered terms every October. The committee meets one time per month (in person or by Zoom) and consists of Chair, Secretary, Treasurer, Parent-Liaison and one (1) at-large member, each serving for two years except the term of the Chair, which is a term of 3 years. Their role is to support the coaches and team as established by the Mission Viejo Foundation bylaws and as needed by the Elite/High Performance Director. Committee positions ensure team activities and opportunities are optimally achieved. All members in good standing are eligible to vote in MVND Dive Committee elections.

The Chair conducts meetings and interacts with the Elite/High-Performance Director about the meeting agenda. The Secretary takes minutes at meetings and is responsible for distributing to the Dive Committee members and MVNF Foundation Board of Directors. The Treasurer maintains financial records of the Dive Committee and reports to the MVNF Treasurer. The Parent & Coach-Liaison is the go-to person for parent questions. The at-large members participate in meetings to help make decisions for the club.

Duties:

The duties of the Dive Committee include:

- Financial accountability and Fundraising
- Supporting the Elite/High Performance Director enforcement of the team expectations and rules
- Coordinating team functions and volunteer activities as needed

The duties of the Dive Committee do not include:

- Recruiting and hiring coaches (except for Elite/HPD)
- Creating coaches' job descriptions (except for Elite/HPD)
- Scheduling training or competitions
- Approval of coaches' techniques or evaluating the assistant coaches
- Approval of expenses for team operations

The Dive Committee addresses the following principal areas of responsibility:

Ways & Means: plans, organizes, and recruits helpers for fundraising activities, team events and competitions. The Committee may also create subcommittees as needed.

Parent Volunteers: help to support the team with needed assistance. Some duties include assisting with team socials, meets, and setup and cleanup of events.

Meet Operations: assistance with meet organization. Some duties include coaches' hospitality, setup/take down, cleanup, announcing, concessions, and publicity and promotion.

IRS and Club Status

We are a 501(c)(3) charitable organization

The Mission Viejo Nadadores Swim Team was founded in 1968 by the Mission Viejo Company. The team was expanded to include a Diving Team (herein referred to as "MVND") in 1977. In 1992, ownership of the Nadadores passed from the Mission Viejo Development Company to the Mission Viejo Nadadores Foundation ("The Foundation") which oversees both the team's swim and dive programs. The Foundation comprised of Board of Directors is run by volunteer parents from swimming and diving and 2 city representatives.

The MVN Foundation is registered as a 501c (3) non-profit charitable public benefit corporation with the State of California, dedicated to the support of MVN Diving and Swimming. This assures that persons working with MVND may not be held personally liable for activities undertaken for the club or for expenses MVND incurs. Contributions made to MVND are tax-deductible, making donations to MVND attractive to businesses, industry, and individuals.

We are a member club of USA Diving

MVND is a registered team member of USA Diving, Inc., the national governing body of diving in the United States. USA Diving is an independent non-profit corporation formed to promote diving in the United States. It is a member of the United States Aquatics Sports, Inc., and World Aquatics (the international federation that governs diving and several other aquatic sports). USA Diving provides sanctions for Novice, Junior, Senior and Masters' diving programs. MVND members may participate in any of these programs, but most of MVND's competitive efforts are focused within the Junior diving program. All Nadadores' divers must be registered members of USA Diving.

The USA Diving Junior program includes divers who are age 18 and under. Divers compete in age groupings which are 13 & under, 14-15, and 16-18. Some competitions allow for 9 & under and 11 & under age-groups as well. A specified number of dives are required for each age and gender group.

Region XII is one of twelve Junior diving regions established by USA Diving which feed into six Junior diving zones. The qualifying system is regional competitions serve as qualifying meets for zone competitions, and zone competitions serve as qualifying meets for the Junior National Championships (held annually in late July/early August).

Financial Information

The vast majority of MVND's annual revenue is generated from member dues and fees. The MVNF Board of Directors periodically reviews the dues and fees to ensure that the amounts charged are reasonable given the projected budget. Considerable effort is also made to compare MVND's dues and fees to those at other diving clubs throughout the country.

Getting Started: How to Become a Member

Becoming a team member:

- 1) Team Registration is handled via DocuSign. To support a paperless registration process, all the policies, agreements (liability, code of conduct, anti-bullying, team service hours, etc.), rules & regulations, releases, medical and emergency contact info will be viewed and accepted electronically. Acceptance electronically with the click of a mouse is treated the same as if each diver or parent signed their acceptance of all those documents previously mentioned. Joining the team and completing the online registration process signifies a complete acceptance to all the agreements and policies presented and are required as a condition for acceptance into the MVND membership.
- 2) Each season, each athlete must register with USA Diving and some years with the AAU. Each MVND member must maintain a current registration with USA Diving (www.usadiving.org). to participate in a training activity or events in or around the pool or designated off site facility. The cost for USA Diving registration may be as low as \$40 per year and varies depending on the type of membership. Re-registration occurs every year prior to December 31 or by the first day of your first diving lesson. USA Diving registration is not pro-rated. Questions about the USA Diving process should be directed to the dive office.

PATHWAYS WHEN YOU JOIN THE NADADORES



What are your choices when you join the Mission Viejo Nadadores Diving Team?

The **Long-Term Athlete Development Model** is the cornerstone of the entire Nadadores diving program. This model objectively defines progressive skill levels inside two pathways: **Recreation or Competitive**. Regardless of the diver's path, progressions are rooted in individual physiology and biological maturation.

Recreation Path

The recreation track consists of a Blue Group program for 12 & under athletes and a Gold Group program for 13 & over athletes.

The **Blue Group** is designed for divers interested in trying out the sport with its twists and flips. Fundamentals are taught in a safe and fun environment while not adhering to a strict system of progressions. Divers in these groups can compete in local competitions.

The **Gold Group** caters to divers wanting to prepare specifically for the high school

competitive season. We encourage year-round participation to continue diving progress for the next season. High School divers may compete in USA Diving competitions with the commitment of the team's fundraising obligations. Divers in this group may have the desire to continue at a low-level collegiate program. If so, the staff will assist in matching skill level to NCAA opportunities.

Competitive Path

The competitive program is our long-term pathway to prepare athletes to compete in USA Diving competitions as well become recruitable athletes to NCAA Division I, II and III schools.

All competitive path athletes begin in the novice program striving to master the foundational building blocks of diving to be eligible for the Elite Team. The novice program is for athletes of any age. Class times and group assignments are set by the staff and based on availability and best fit. Advancement is accomplished through demonstrated proficiency in skills and fundamentals at each level.

It is important to recognize that athletes progress at different paces. There may be an athlete who progresses through the entirety of the novice program in one season and advances to the elite

program; other athletes may require several years to do so. The speed of progress is based on individual skill development. The staff's focus is to teach the love of diving and build a solid foundation to allow each diver to experience long-term success in the sport.

Divers may switch from one pathway to the other if class availability allows. However, **all** competitive program athletes will begin with the most simplistic aspects of diving and progress through our developmental structure, regardless of previous diving experience. There are occasions where Elite athletes join our program from other teams, and they will be placed by the Head Coach based on previous competitive experience. It is understood that when Competitive Path athletes register, they make an annual commitment to the program.

To follow is an in-depth review of the **Nadadores Long-Term Athlete Development Model**. It outlines the proper progressions of youth based on physiological development and maturation.

Introduction to the Mission Viejo Nadadores Developmental Model

The Long-Term Athlete Development Model is the cornerstone of the Nadadores Diving program. Developed by Istvan Balyi, it is a multi-faceted approach on which to build an entire diving program. It is rooted in scientific principles of development based on adolescent physiology and child psychology. While the rest of the world has immersed their programming in this development model for over a decade, the United States remains stuck in the past. Though the U.S. has more wealth, numbers of divers, and incredible facilities spread across the country we often fall short of our rich history of success, in international competition. Our shortfalls can be traced to the lack of a proper developmental pathway for our young divers.

Our international deficiencies are due to a system and competitive structure that relies heavily on the difficulty of a skill for short-term gains and results, as opposed to slow and sustained development over time. Development that yields long-term success well into the future. There is no one party responsible for this. Parents, athletes, and coaches in the United States have all wanted the same thing; divers progressing quickly to win now at a young age. What we fail to realize is that there is no accurate correlation between short-term results and long-term success at a high level. There is no quick pathway to long-term success at the senior level. The progress in a pipeline of ultimate success is slow and incremental, and it is done over many years of focused and specific training efforts. Through the education of our key stakeholders (coaches, athletes, and parents), our mindset can be rooted in a patient and process-oriented approach throughout the years to reap benefits in the long-term.

The primary goal of the Nadadores Diving program is to instill a lifelong love for sport and activity in our athletes. The secondary mission is to progress our athletes in a manner that allows them to reach all goals they have in the sport.

LTAD Model for the Mission Viejo Nadadores Diving Program

- 1) No matter the natural skill level or future potential of a diver, we will consistently develop a pipeline of individuals who will participate in healthy living and sport for life.
- 2) Provide an educational model for parents, athletes, and coaches to better understand the bigger picture of incremental development that will lead to long-term success.
 - a. Through buying in of these concepts, coaches, parents and athletes will be in agreement of the process of progression through the entire system.

- 3) Take advantage of the key windows of opportunity to maximize the development of certain characteristics (flexibility, skill development, strength, speed, aerobic) based on biological maturation.
- 4) Utilize the advantages of history, facility, staff and weather to enhance the pipeline of successful athletes in the program.

FUNDamentals (Ages 5-11)- Younger Novice Program Divers

- Acquisition and refinement of basic motor development.
 - o Run, jump, throw, catch
 - o Agility, balance, coordination and speed training
 - o Constant repetition and accuracy of basic movement patterns for diving.
 - o These can all be done through well-structured fun and games.

- Strength development utilizes athletes own body weight and is focused on stability of joints, limbs and core in order to prevent injury and maintain proper body shapes
 - o Introduce regular handstand holds with partners or against the wall to begin the development of necessary stability to hold a handstand.

- Joint mobility/range of motion and flexibility
 - o Window of opportunity is available for large gains in flexibility through static stretching 5-6 days/week

- Practice intensity
 - o High volume, low intensity (45–90-minute sessions)
 - o Many sports should be tried 5-6 times per week
 - Recreational or competitive. Consistent physical activity is key.
 - o A basic love for sport should be instilled in athletes at this age which will carry them into a life-long love for sport.
 - o Learn the basic rules and ethics of sport

- Practice consistency
 - o Constructive play and fun competitions should be incorporated on a regular basis
 - o Diving practices should consist of 80-90% dryland and 10-20% water
 - Body shaping, strength development, flexibility development, modeling basic diving specific movement patterns, independent movement patterns.
 - Jumping and entry drills once proper body shapes can be shown.
 - Basic ballet style movements to understand the concept that body and limbs can be moved independent of one another.

- Athletes' ability to show certain proficiencies denotes shift to the next stage of development
 - o Does the athlete show relatively good flexibility and range of motion in all areas?
 - o Does the athlete show the ability to show but not necessarily maintain for extended periods the necessary basic body shapes?
 - Posture in stance, squat, stand and jump
 - Hollow body position with arms on legs and ears
 - Hips open body line
 - Proper tuck and pike positions

- Hold and maintain body shapes in handstands against the wall
- Does the athletes show proficiency in the basic sport specific movement patterns necessary for diving?
 - Can the athletes move limbs, independent from the rest of their body?
 - Squat, swing and jump showing independent movement patterns and proper body shapes.
- Does the athlete show the ability to maintain posture, balance and independent movement patterns in jumps on poolside and springboard?
- Does the athlete show the ability to maintain the proper body shape and leg line on entry in line up drills?

Learning to Train (Ages 8-13)- Older Novice Program Divers/Elite Bronze and Blue Divers

- Continuation of fine motor development and refinement of sport specific movement patterns
 - Complete grasp of kinesthetic body awareness.
 - There is a key window of opportunity to accelerate the learning curve for the acquisition of sport-specific movement patterns. This is called Peak Motor Coordination Velocity.
 - Arm patterns, timing and come out sequences
 - Differentiation between front, back, reverse and inwards in arm timing and balance
 - Last key window of opportunity for large scale flexibility gains through static stretching.
 - Complete understanding of independent movement patterns
 - Ballet like actions should be incorporated into training that are specific to diving in order to understand maintaining body shapes while allowing for independent movement of other parts of the body
 - Agility Training/Speed Development
 - Key window to learn to quickly and sharply perform basic actions with accuracy and consistency
- Strength development utilizes athletes own body weight or low weight and is focused on stability of joints, limbs and core in order to prevent injury and maintain proper body shapes. Addition of light plyometric workouts.
 - Strength development should be focused on stability in joints, limbs and core.
 - Athletes should be able to maintain body shapes for extended periods and easily move in and out of body shapes while maintaining proper positions.
 - Introduce Olympic style lifts under little to no weight in order to teach safe and effective techniques.
 - Daily reinforcement of handstand training should be taught.
 - Teaching handstand press progressions to increasing proficiency.
- Practice intensity
 - High volume, increasing intensity (1–2-hour sessions)
 - Constant perfection of repetition of sport specific movement patterns

- Last key window of opportunity exists to rapidly develop sport specific movement patterns
 - Sport specific training 3-5 times per week. The emphasis is learning to practice, not competitive outcomes.
 - Low number of outside sports.
 - Practice consistency
 - 60-70% Dryland, 30-40% Water
 - Competition and pressures should be incorporated into daily practices (About 25% of practice)
 - Athletes must learn young to be willing to test their levels of comfort. The only way they can truly learn is by trying and failing. Training must be emphasized over competition.
 - **EMPHASIS SHOULD NOT BE ON OUTSIDE COMPETITION**
 - Body shaping, strength development, flexibility development, modeling fine diving specific movement patterns, independent movement patterns
 - Jumping and Entry Drills
 - Line ups and entries (Maintain body shape above water and proper sequence under water)
 - Basic jumps differentiating all directions
 - Tuck dives ensuring proper take off, position in air, come out sequence and entry
 - Introduce simple tuck, pike and straight somersaults ensuring balanced take off, sequence of movements and connection skills are achieved.
 - Introduce ground somersaults ensuring proper balance, and connection skills are achieved,
 - Ability to show below proficiencies and level of biological maturation marks movement to the next stage
 - Does the athlete show the ability to maintain and move in and out of the proper body shapes?
 - Does the athlete show a high level of proficiency in flexibility in all areas?
 - Can the athlete easily differentiate between the nuances of front, back, reverse and inward jump?
 - Can the athlete press into a handstand with assistance and independently hold a handstand?
 - Can the athlete consistently show rip entries on front- and back-line ups in different line up variations with the proper body shape above water and the proper sequence under water?
 - Can the athlete consistently show the proper take off, position, come out and entry on all tuck dives?
 - Can the athlete consistently show the proper take off, movement sequence and connection on basic flips in all directions on the ground and on the board.
 - Onset of puberty or Peak Height Velocity (PHV) is a biological indicator of movement to the next stage.

Training to Train (Ages 10-14)- Elite Blue and Elite Silver Divers

- Once the above foundation has been put in place, it is now time to begin building strength and acquiring building block skills that will be the basis of all future development.
- Be aware of the biological maturation of athletes that will indicate movement into this stage of the LTAD plan.
 - o With the onset of puberty or Peak Height Velocity (PHV), certain doors begin to close and other doors open.
 - o The key windows of opportunity for large scale flexibility gains and the rapid acquisition of fine motor development gradually decline at this point.
 - o The key window of opportunity to begin gains in strength, aerobic and speed development are now open.
 - o Introduction to mental training.
 - o Athletes should be participating in formal competitions; however, the emphasis is on acquisition and desired mastery of building block skills for long-term success.
Training must be emphasized over competition.
- Note that athletes prior to PHV may move into this category if their motor development is abnormally advanced.
- Strength Development
 - o Athletes should have refined the proper technique of Olympic style lifts in order to perform them safely and with proper technique. Athletes should not be put under increased weight loads until onset of PHV.
 - o Plyometric style training can be increased.
 - o Handstand press should be perfected at this point.
 - o Aerobic and speed-based training must be regularly utilized.
 - Key window of opportunity for aerobic increases begins at the onset of PHV.
 - Additional key window of opportunity for increases in speed open up following the onset of PHV
 - o It is important that stability of joints and limbs is still emphasized in order to prevent injury.
 - o Flexibility training must be performed daily in order to prevent injury, practice recovery and maintenance and improvement of previous flexibility gains.
 - Proprioceptive Neuromuscular Facilitation (PNF) stretching should be utilized more frequently after onset of PHV.
 - PNF stretching must be done safely and under close supervision to prevent injury
- Practice Intensity
 - o High Volume, Low Intensity based on biological development (2–3-hour sessions)
 - Continued reinforcement in the perfection of sport specific movement patterns.
 - High level of expectation in terms of body shapes and movement patterns.
 - o Sport-specific training 5-7 times per week
 - Other sports should begin to fade out
- Practice Consistency

- 50% Dryland, 50% Water
 - Increase strength and acquire the basic skills that are the building block skills that will be utilized throughout your diving career.
 - Consistently reinforce previously learned mechanics and technique.
 - Introduction to competitive scenarios in training should continue to be emphasized when appropriate.
- Athletes' ability to show certain proficiencies denotes shift to the next stage of development
 - Consistent improvement in strength over multiple cycles of training.
 - High proficiency in the performance and acquisition of all building block skills.
 - Athlete must also have a strong mental understanding behind why each skill is so important and the techniques of each part of all skills.
 - These building block skills will be all the fundamental progressions necessary for long term success.
 - High proficiency in takeoff, connection, come out and entry in all directions on springboard and platform.
 - Press handstand is consistent and proficient.
 - Maintenance and increased gains and perfection of all flexibility and sport specific movement patterns.

Training to Compete (Ages 13-18) - Some Elite Blue Divers, Elite Silver and Elite Gold Divers

- Athletes should have all key fundamental building blocks in place. While continued refinement and mastery of these building blocks must continue, the focus should now shift into the process of learning how to compete at high level.
 - Technical strengths and weaknesses should be clearly identified and addressed through incorporation into annual periodization plans.
 - Specified training regiments should be routinely in place for each individual to address specific needs.
 - Create strategies for mental and tactical approaches to competition.
 - Discover what works and what doesn't work. Trial and error is the only way to discover this. Failure is the key to learning as long as lessons are learned from those failures.
 - 2-3 periodization's per year should emphasize high performance at certain key events.
 - Emphasis should be on learning from those competitions and not necessarily on winning.
 - Begin to acquire the skills (dives) necessary to compete at a national or international level.
 - Follow the proper progressions, take your time and don't skip steps.
 - Continue to look long-term and put the key skills in place for success at the highest level.
 - Sport specialization should be in place at this level.
- Strength Development
 - Maximize core and body strength development
 - Regular plyometrics work

- Nutrition is paramount in terms of providing fuel and recovery for the body.
 - Recovery techniques should be learned and reinforced on a daily basis.
 - Emphasis on maintenance and slow increases of flexibility through PNF stretching under supervision.
- Practice Intensity
 - High Volume, Increasing Intensity (2–4-hour sessions)
 - Workouts should address the specific needs of each individual athlete
 - Consideration should be taken of strengths and weaknesses as well as the development of differing mental aspects of training and competition.
 - 7-8 training sessions per week
 - Practice Consistency
 - 55-60% Dryland, 40-45% Water
 - With dryland and strength training taken into consideration, it should outweigh the time spent in the water.
 - Skill acquisition, mastery of fundamentals, increases in strength and competition strategies should be the primary focus at this stage of development.

Developmental Progression for Competitive Pathway

To instill in our divers the proper base fundamentals of the sport of diving, all of our athletes in our Competitive Pathway will be asked to show a high level of proficiency in our Key Areas of Focus. These Key Areas of Focus is what we believe to be the cornerstone elements of every successful diving career. We as a staff are committed to ensuring that each diver does well in these areas with simple skills before we progress them forward and add complexity to what they are doing.

An example of this is that we will ensure that the Key Areas of Focus are proficient in a front jump before we ask the athlete to do a front dive. That they are proficient on a front dive before they move onto a front somersault. That they are proficient in a front somersault before they are progressed onto front one and half somersault and so on and so forth. This principle will apply for every direction as complexity increases.

It will be up to the staff who are trained in these areas to determine whether the Key Areas of Focus are proficient enough to add complexity and do the next level of dive. It is extremely important to note that divers will move at different paces. The prime factor in all of this is ensuring there is a certain level of mastery of the Key Areas of Focus before progression and complexity are added. There will no longer be rigidity in a level system. Instead, there will be a strong reinforcement of the Key Areas of Focus in order to progress to more difficult dives and skills. It is imperative that parents help reinforce this concept at home and do not feel the necessity to push the coaching staff for their children to advance in skills prior to their proficiency in our Key Areas of Focus.

We will do 4 intrasquad meets a year for our Competitive Pathway athletes to provide feedback to our parents and athletes so they can easily identify where those deficiencies may still exist in the Key Areas of Focus.

Divers who show consistent proficiency throughout their progressions based on their age range will be considered for advancement to the Elite portion of the program.

Questions on advancement to the Elite program should be directed to Coach Grayson or Coach Liz as the leaders of the Developmental portion of our program.

Adult divers and parents of minor divers are expected to

- 1) Support strong attendance, arrive on time, and provide proper attire
- 2) Support team training throughout the entire year
- 3) Pay dues and fees by the 1st of each month
- 4) Participate by volunteering service hours and fulfill family annual fundraising commitment
- 5) Not interfere with the coaching staff when instruction is occurring
- 6) Attend general membership and special meetings
- 7) Insist that your child support teammates and refrain from negative behaviors
- 8) Attend all required meets and/or arrange for transportation
- 9) Fully support the programs efforts and mission in developing our Key Areas of Focus as priority of development over the difficulty of dives.
- 10) Support coaching staff and program. Refrain from indirect and negative communications between families. Ongoing negative behavior will not be tolerated and may result in being dismissed from the team by decision of the High-Performance Director/Head Coach.

MAIN AREAS OF FOCUS AS KEY BUILDING BLOCKS

1) Fine Movement Patterns

- a) Hurdle Sequence
- b) Back Press Sequence
- c) Come Out Sequence
- d) Entry Action
- e) Handstand Press
- f) Spotting and Reacting to Spots

3) Strength

- a) Core Strength and Stability
- b) Shoulder and Wrist Stability
- c) Leg Strength in Handling Load
- d) Explosiveness out of Load
- e) Explosiveness in and out of Positions

2) Body Shapes

- a) Posture throughout ALL Actions
- b) Hurdle Step Down Position
- c) Balance and Shapes throughout Boardwork
- d) Hollow Shape
- e) Hips Open Shape
- f) Tuck, Pike Position

4) Flexibility

- a) Wrist
- b) Shoulder
- c) Splits (Left, Middle, Right)
- d) Pike/Lower Back
- e) Toe Point (Dorsi/Plantar Flexion)

Elite Team Progression for the Competitive Pathway

Philosophy

The Mission Viejo Nadadores Diving Team chooses to follow an athlete centered approach as a key tenant for the success of our athletes.

Our goal is to ensure that all athletes and coaches in the program are working together towards a common goal. We believe that you should love what you do and do what you love. If there are things preventing this from happening, it is important that we work together to find solutions to aid us in

achieving that goal while still embodying the core principles of the Nadadores Diving program.

We recognize the huge commitment our stakeholders make. To make that commitment fruitful, we must all love the process and love the sport that we all have chosen.

Qualifications

The Mission Viejo Nadadores Elite Team falls in the Competitive pathway. It is designed for the most committed athletes in our program. Membership at this level is a privilege that carries with it a commitment by the member divers and their families.

Athletes for promotion consideration will be drawn directly from the Novice program. Those who are making solid progress in mastering the base fundamentals and adhering to the Long-Term Athlete Development approach will be invited to the Elite Bronze group, which is the gateway to the Elite level of the program.

Character, work ethic, coachability, positive parental involvement and commitment are also considered. Group assignments can be changed at any time by the Elite/High Performance Director if any athlete fails to meet the performance and/or character expectations of the group or if parents are negatively impacting the culture of the program. Placement in an Elite group is not guaranteed simply by meeting the physical requirements.

Expectations

Elite Team participation expectations are listed below.

- Divers must accept responsibility for their own success and have high intrinsic motivation.
- Athletes are to have lofty goals for high level training and competitions.
- Athletes are encouraged to have discussions with their coaches on a regular basis as to their thoughts on personal progress and goals.
- While parents are always welcome in discussions, the expectation is that discussions on these topics will be athlete driven. Coaches will always be open to communication on these topics.
- Periodization and workouts will be based on the USA Diving calendar culminating in the USA Diving Junior National Championships in late July to early August.
- **ALL ELITE TEAM ATHLETES (INCLUDING GRADUATING SENIORS) ARE EXPECTED TO PARTICIPATE IN JUNIOR NATIONALS IF QUALIFIED.**
 - o Not attending Junior Nationals may result in removal from the Elite Team the following season.
- Elite Team athletes will have this goal in mind and plan vacations that do not conflict.
- Athletes will be required to attend all USA Diving events that lead towards the USA Diving Junior National Championships.
- Elite Gold athletes will also be expected to attend USA Diving Senior National Championships if the Elite/HPD deems them to be ready.
- Training plans will not be altered for alternate competitions such as High School meets or local competitions.
- It is understood that by following the coaches' training plans athletes will be prepared to compete in competitions of all types.

Financial Commitment

The Elite Team is an annual financial commitment from September through August.

- Fees are based on the annual commitment which are paid in 12 monthly installments for convenience and sustainability.

- Elite Team registration takes place in September. Acceptance of a position at this level also obliges you to make the financial commitment for 12 months.
- **If an athlete departs the program for any reason, including leaving for college early, the remaining months' payments must be paid.**

Athletes who matriculate to the Nadadores from other programs, or those who visit, will be placed in an appropriate group based on prior competitive experience as well as a cultural fit that is best for team dynamics. This decision is at the sole discretion of the High Performance/Elite Diving Director.

ELITE BRONZE

Overview

Intended for athletes who exhibit a great deal of potential in the sport of diving and have the desire to be highly competitive in the sport of diving. This group is intended for athletes who are talent identified by the Elite/High Performance Director.

Expectations

This is the first level of the program focused on learning proper training habits. There will be a high level of accountability at this level to the character and behavioral aspects of training at an elite level. Parents should expect constant reinforcement and accountability in these areas.

- 80% Attendance Requirement for dryland, water and strength training
- Positive attitude
- Positive contributor to the team environment
- Communicates with Coaches and teammates in a positive and effective manner
- Respectful behavior towards coaches and teammates
- Strong work ethic
- Deliberate practice habits
- Ability to perform appropriate skills and drills in both dryland and water
- Ability to overcome fear
- Proper nutrition and hydration habits
- Must receive high marks in school

Failure to meet any of these expectations is reason for immediate removal from Elite Bronze 1.

Qualifications

Athletes in this program will be identified from the Novice program by the coaching staff. The coaching staff will complete an internal evaluation which will list preparedness for group advancement. Evaluations will be focused on the below factors:

- Proper diving specific body shapes and positions
- Proper diving specific movement patterns
- Water entries
- Flexibility
- Strength necessary for diving
- Successful performance of baseline skills.
- High level of work ethic, ability to stay focused and strength of character reported from Novice coaching staff
- Athletes may be pulled early from the novice program if rapid development may be achieved through a more serious commitment

- Aspects of coachability that show their ability to be respectful, quickly make corrections, be a positive contributor to the team culture, show a level of consistent commitment and have parents and families that are positive contributors to the Nadadores program and regularly support the coaching staff in their mission.

Coaching

Lead Coach: Liz

Assisted by additional coaches as necessary

ELITE BLUE

Overview

Intended for athletes who exhibit a great deal of potential in the sport of diving and have the desire to be highly competitive in the sport of diving. This group is intended for athletes who are talent identified by the Elite/High Performance Director.

Expectations

These athletes will have a high level of expectation placed on them daily from both a performance and character perspective. This group will be easily fluid with constant reviews as to athlete's suitability for the Elite Blue program. There are so many talented athletes not in the Elite Blue program who may be a better fit.

- 100% Attendance Requirement for dryland, water and strength training
- Positive attitude
- Positive contributor to the team environment
- Communicates with coaches and teammates in a positive and effective manner
- Respectful behavior towards coaches and teammates
- Strong work ethic
- Deliberate practice habits
- Ability to perform appropriate skills and drills in both dryland and water
- Ability to overcome fear
- Proper nutrition and hydration habits
- Must receive high marks in school

Failure to meet any of these expectations is reason for immediate removal from Elite Bronze 1.

Qualifications

Athletes in this program will be identified from the Elite Bronze Program by the coaching staff and initial placement will be 13&U athletes. The coaching staff will complete an internal evaluation which will list preparedness for group advancement. Evaluations will be focused on the below factors:

- Proper diving specific body shapes and positions
- Proper diving specific movement patterns
- Water entries
- Flexibility
- Strength necessary for diving
- Successful performance of baseline skills.
- High level of work ethic, ability to stay focused and strength of character reported from Elite Bronze coaching staff.

- Aspects of coachability that show their ability to be respectful, quickly make corrections, be a positive contributor to the team culture, show a level of consistent commitment and have parents and families that are positive contributors to the Nadadores program and regularly support the coaching staff in their mission.
- Athletes in this group will have demonstrated their proclivity for potential high level competitive success.
- Placement in this group will be evaluated regularly. If the expectations of the group are not being met, athletes will be regrouped back into the Elite Bronze program.
- Families are expected to place full faith and trust into the staff as progression will be taken slowly and very deliberately. Many practices will be dryland based with very little to no water time.
- The goal of the group is for Long-Term success at a Senior level as opposed to short-term success at a Junior level.

Coaching

Lead Coach: John

Assisted by additional coaches as necessary

ELITE SILVER

Overview

Intended for divers who have a high anticipation to continue their diving career at a collegiate level. Athletes should have lofty goals in their desire to reach their personal potential in the sport of diving as a positive contributor to the culture and performance of the team in its entirety.

Expectations

These athletes will have a high level of expectation placed on them daily from both a performance and character perspective.

- 90% Attendance Requirement for dryland, water and strength training
- Positive attitude
- Positive contributor to the team environment
- Communicates with coaches and Teammates in a positive and effective manner
- Respectful behavior towards coaches and teammates
- Strong work ethic
- Deliberate practice habits
- Ability to perform most Skills and drills in both dryland and water
- Ability to overcome fear
- Proper nutrition and hydration habits
- Must maintain an A/B GPA in School

Failure to meet any of these expectations is reason for immediate removal from Elite Silver.

Qualifications

In the past 2 years, you have met one of the below standards. This time period may be variable based on group size or extenuating circumstances. Qualification will be taken in the priority order below and will be evaluated on an annual basis. Placement one year on Elite Silver does not guarantee any future placement:

- Semifinalist at USA Diving Junior Nationals
- USA Diving Junior National Qualifier
- Other athletes may be considered at Elite/HP Directors discretion following a formal evaluation

Coaching

Lead Coaches: Lo

Assisted by additional coaches as needed

ELITE GOLD

Overview

Intended for athletes who with their current skill set have a high chance to qualify for international level competition whether it be at the Junior or Senior level or with the right approach could be highly competitive at a Senior National level of competition.

Expectations

These athletes will have an extremely high level of expectation placed on them on a daily basis from both a performance and character perspective.

- 100% Attendance Requirement for dryland, water and strength training
- Positive attitude
- Positive contributor to the team environment
- Communicates with coaches and teammates in a positive and effective manner
- Respectful behavior towards coaches and teammates
- Strong work ethic
- Deliberate practice habits
- Ability to perform all skills and drills in both dryland and water (Springboard and Platform of all levels)
- Ability to overcome fear
- Proper nutrition and hydration habits
- Must maintain an A/B GPA in School

Failure to meet any of these expectations is reason for immediate removal from Elite Gold.

Qualifications

In the past 2 years, you have met one of the below standards. This time period may be variable based on group size or extenuating circumstances. Certain coach to athlete ratios will not be exceeded.

Qualification will be taken in the priority order below. Upon review by the Elite/HP Director divers may qualify for this group who show a high proclivity towards international level or Senior National level success. Placement of one year in Elite Gold does not guarantee future placement in this group if athletes fail to continue to meet qualification standards.

14 & Over

- Qualified for International Competition
- Been a USA Diving Tier 1, 2, 3 Member
- Senior National Qualifier
- Junior National Finalist or are a within a 1% score margin of qualifying to finals.

13 & Under

- Qualified for International Competition
- Been a USA Diving Tier 3 Member
- Top 3 at Junior Nationals

Coaching

Lead Coach: John

Assisted by additional coaches as needed

Competitions, Vacation, Camps and Make-up Classes

Competitions: All divers are expected to attend required competitions. Intrasquad meets and area meets (Invitationals) help prepare divers to learn to compete prior to national qualifying events (Regionals & Zones). Notify the coaching staff well in advance if a diver will not be participating in a competition. All Elite Team divers are expected to attend ALL region, zone and national meets they are qualified for. Failure to do so may be reason for immediate removal from the Elite Team. Divers who elect not to train prior to competitions (excluding injury, illness, or extraordinary circumstances), or who elect not to participate in required competitions, especially national qualifying events, will be re-grouped to create space for those divers who are willing and prepared to represent the team for the entire season. The Elite Team is geared towards preparing athletes for competition representing the Nadadores as opposed to a college transition.

Lessons divers who participate in Region, Zone and National Competitions: Occasionally a diver in a lesson and high school group will be asked to participate in the Region, Zone and National Championships qualifiers. Lesson and high school divers are not required to fundraise throughout the year, which offsets coach travel. Therefore, in the event a lesson or high school diver qualifies and participates in a Region, Zone or National event, the family will be charged \$300 toward offsetting coach travel costs.

Home Events: MVND usually hosts at least two invitational diving meets per year plus other USA Diving or AAU events. The Chris Vonk Memorial Diving Invitational is held in early December, and the Dr. Ron O'Brien Diving Invitational is usually held in late March.

In addition, MVND may host some smaller, less-formal meets geared toward beginning divers. MVND periodically hosts the JO Regional, JO Zone, and JO & Senior National Championships.

Home meets require the participation of every MVND family with children participating in Lessons, High School, Novice or Elite Team. Advance preparations include sending out information, publicizing the event, obtaining food for coaches' hospitality, and scheduling meet scorekeepers, registrars, and announcers. During home meets, some jobs may include selling merchandise, booster club activities/support, announcing, ticket sales, using the computer scoring system, attending to the hospitality area, and working at the registration and/or awards table. Volunteer hours from each family are required for these home meets. Notification from MVND Club Administrator/Staff/Designated Volunteer, for parent signups will be emailed or posted approximately 6 weeks prior to any MVND event via Team Unify.

Away Events: Traveling to meets in other cities is an excellent way to test a diver's developing skills while enjoying the benefits of visiting new places and making new friends. Parents or designated guardians of divers who are 13 years or younger are required to travel with and board with their diver.

The parent or guardian must arrange for a chaperone if unable to travel to the meet with the diver. Both parents and divers must sign the Team Travel Code of Conduct each year.

Vacations: Vacations should be scheduled after the summer season. Do not make the mistake of assuming your diver will not qualify to a National Championship event. Contact the coaching staff to discuss the optimal time to schedule vacations. Members of the Novice and Elite Team who are participating in Region, Zone and National competitions will likely be regrouped if they are to travel prior to the National Championships.

Camps: Divers may attend a diving camp/clinic once per year. Remaining at practice and training is the desired activity rather than attending camps. Please get prior approval from your lead coach prior to booking a camp. Participation in camps beginning within two weeks of Regionals, Zones or Nationals, is not permitted. Attending a camp during this time frame will result in being prohibited from traveling with the team to these meets. **Fees will NOT be pro-rated due to camp attendance.**

MVND Camps and Clinics: Camps, Educational Clinics and Weekend Intensives are occasionally scheduled at an additional cost per diver. All team members are invited to attend.

Make-up Classes: Make-up lessons are not permitted if the athlete is missing practice for other activities. Make-up for injury and illness will only be permitted if there are availabilities. Most classes are booked all year round, so it may be difficult to accommodate make-ups for most of the year. Please contact your lead coach with questions regarding make-ups.

Lessons, High School and Novice groups that are displaced due to competitions in the facility will be rescheduled by the staff as a group. Otherwise, a diver may make up a practice in another group with advanced approval by the coaching staff.

Other Activities and Options

Supervised Open Practices (SOP's) or "Bring a Friend" Practices: Based on pool/staff availability, an SOP will be included on the master schedule.

- \$30/diver for 2 hours of "open dive."
- All non-team participants must register for SOP, sign waiver, and join USA Diving prior to being admitted
- Due to new Safe Sport regulations, any parent or athlete 18 or over, wishing to participate in SOP, must have completed the Safe Sport module at usadiving.org prior to participation. A parent sitting in the grandstands for SOP does NOT have to complete Safe Sport training.
- There will be a monitor on site

Pool Rentals: The pool may be rented by the hour for special events such as birthday parties. The cost per hour is \$200 or any part thereof plus a monitoring fee of \$30/hour. Fees begin at the time of setup and finish at the time of complete clean up. A staff member will be on site for supervision/monitoring purposes only. All scheduling is done through the office and is based on availability. Event insurance must be provided by the renter to the office prior to rental.

Pool/Deck Rental Fees (with exception of any official City of MV events): The pool may be contracted for long term activities such as SCUBA, yoga, synchronized swimming, judo, etc. The rental fee is \$200/hour. All scheduling, liability forms, City permits and contracts will run through dive office and will require a monitor on site during each activity, at an additional per hour fee of \$30.

General Rules and Regulations

Parents are welcome to observe workouts in the gated observation area. The Mission Viejo Nadadores Foundation (MVNF) has established a firm policy of **no parents on deck** for two purposes:

- 1) To ensure the safety of non-team members, not registered with USA Diving for insurance/liability purposes.
- 2) To provide a safe, focused and more productive training environment for divers

The only parents allowed on deck will be those who:

- 1) Have prior permission
- 2) Are Board members, committee members, meet coordinators or parents with a specific task AND prior permission
- 3) Are parents arriving for a pre-scheduled Athlete/Coach conference
- 4) Are parents or designated adults for college videoing with prior arrangements

QuickClass Requirements for 14 and older divers: Every September any diver, 14 and older, will be required to pass 5 online QuickClass modules before being allowed to train with the program after October 1. This is a requirement of the MVN Foundation and is geared toward swimmers and divers. Athletes will have one month to complete the courses. Course titles include Recognizing and Preventing Bullying, Preventing Cyberbullying, Dangers of Sexting, Steroid, Drug and Alcohol Awareness and Personal Conduct. Parents are encouraged to sit in for the 20-minute educational modules.

High School GPA: All High School aged team members are required to maintain academic eligibility per CIF rules. A minimum 2.0 GPA is required. Coaches may require team members to bring copies of report cards. A diver may not participate in any AAU or USA Diving meet if their GPA is below a 2.0. All Elite Team divers are required to carry a minimum GPA of 3.0. Elite Team divers will be removed from practice until that minimum GPA can be proven.

Social Media Policy: Team members are discouraged from being “friends” with any member of the coaching or office staff on any social media platform. Divers are not allowed to post any inappropriate language, posts/text. This is considered a form of bullying. Inappropriate posts are grounds for suspension or removal from the program.

Locker Room Policy: The locker rooms at the Marguerite Aquatic Complex are not monitored by staff who are busy coaching. In the event an athlete needs to use the restroom during a training session, every effort will be made to have that athlete be accompanied by another athlete, especially those under the age of 12. Athletes will be given 5 minutes for a bathroom break. In the event the athlete does not return within the timeframe, once he/she returns, the athlete will be asked to sit out the rest of the practice.

Group Placements: Team membership and appropriate group placement are at the sole discretion of the Elite/High Performance Director. The staff has full power to accept or reject the application of any person for membership. Further, team membership can be terminated at the discretion of the Elite/High Performance Director at any time for failure to meet listed expectations or for character issues that affect the desired team culture. Lastly, if a diver is moved up to a new group by the staff, the staff reserves the right to regroup the athlete at any time if the move up is deemed not to be a good fit.

Cell Phone Policy: Athletes are not to use their cell phones for any reason during practice time. Cell

phones are not allowed in the locker rooms at any time.

Supervision Policy: If divers will not be in attendance, or will be arriving late or leaving early, please inform the coaching staff. To ensure the whereabouts and safety of your child, especially younger divers, upon arrival and departure, and before going to the restroom, all divers should “check-in” with an MVND coach.

The coaching staff’s supervisory responsibilities begin at the designated starting time of the practice session, or when the diver “checks-in” with a MVND coach – whichever is later. The coaching staff’s supervisory responsibilities end at the designated finish time of the practice session, or when the diver “checks-out” with a MVND coach – whichever is earlier. There will be brief periods during the designated practice session when the diver may be temporarily unsupervised. Examples of such periods include, but are not limited to, when a diver enters the changing area or parking lot. To ensure your child’s safety, it is advised that divers (especially under age 12) wait on the circle by the grass for pickup after workout.

A minor child who has a license to drive must remain at practice until the designated practice finish time. If a diver must leave practice early, a parent/guardian must have a written note or personal phone call to the MVND coaching staff explaining the situation. E-mail/text is acceptable.

A diver may not transport another MVND diver less than 18 years of age unless permission is given/received in writing ahead of time, between parents.

Late Pickup Fee: Divers who are not picked up within a 15-minute window of the designated end of practice may be billed \$25 for every 15 minutes they are late for picking up their child. Each repeated incident will incur an additional \$50 charge on top of the \$25/15 minutes.

Membership Terms and Agreements

The following terms are agreed to and accepted as part of the terms of membership to MVN Dive Team.

Annual Registration Fee: Each MVND athlete will be assessed an annual registration fee to cover various administration costs for the season. This annual fee will be due October 1 each year or upon joining the program. There is no pro-ration of annual fees and no reduction of multiple family members. Included in your annual registration fee is one t-shirt, a suit, and administrative costs for registration. All new members and current members on an annual basis, are required to purchase an official Nadadores team suit and T-shirt through the annual registration fees. The cost for a bathing suit and T-shirt will not exceed \$115 (excluding tax). The suit may be worn during training sessions and is required for any team competition and practice. Masters and High School divers are exempt from this requirement unless they compete as Mission Viejo Nadadores in any competition. Team Apparel: Team apparel can be purchased on-site or online through the MVPro Shop – <https://mvproshop.com>. Contact information for MVProshop is Blanca Conot, customerservice@mvnproshop.com. MVProshop is independently owned and operated.

GROUP	Admin Fee	Team Fear Fee	Total Fee
Lessons, Bitty Bouncer, Homeschool, Gym2Dive MALE	\$30	Brief- \$75 Jammer- \$85	Brief- \$105 Jammer- \$115
Lessons, Bitty Bouncer, Homeschool, Gym2Dive FEMALE	\$30	\$115	\$145
High School, Masters	\$50	N/A	\$50
Novice, Elite MALE	\$100	\$75	\$175
Novice, Elite FEMALE	\$100	\$115	\$215
* ALL HIGHS SCHOOL AND MASTERS ATHLETES WHO COMPETE FOR MVND MUST PURCHASE 2024-25 TEAM GEAR			

Annual Commitment: Elite Team Membership is an ANNUAL commitment to be paid in twelve monthly installments, due the 1st of each month from September 1 through August 31. Families who do not fulfill the Annual commitment may be sent to collections.

College: Divers leaving for college are expected to pay through August 31 regardless of when they depart.

If installments are not kept current a diver will be suspended from the team and may not rejoin the team until all delinquent charges are paid in full. These terms and conditions are also subject to space availability and a diver who rejoins the team will not be assured of a position in the previous training group. Fees are based on a four-week month, and on an annual basis. A month with five weeks is considered a make up for club's holidays and closures throughout the year.

Additional Sibling(s) Discount: Second or additional siblings from the same family will receive a 10% monthly fee discount for child #2 and 20% monthly fee for child #3 and beyond. The reduction(s) will be taken from the lowest diving fees among the siblings. Annual registration fees and fundraising commitments will not be discounted.

Changes to Fees: All fees are subject to change, effective October 1, or at the Board of Directors discretion.

Monthly Dues: Monthly dive dues and Team Support commitment billing/payment tracking is a time-consuming process via credit card or bank debit (ACH) auto-billing system. Check or cash **payments must be received prior to the 6th of the month** to align with the auto-pay reporting timeframe.

If payment is not received by the **15th** of each month, the family will be notified via email regarding the past due balance and a **late fee of \$25** will be invoiced and applied to the account. If payment is still not received by the **25th** of the month, the family, coach and Executive Director will be notified that **the diver will be suspended** and not be allowed to attend team practice, events or competitions beginning the 1st of the following month until the entire past due balance is paid in full, and the account is paid through the current month.

Accounts that have a recurring late payment history (more than 2 occurrences/offenses) will be required to pay on the 25th of the prior month (in advance) of their normal due date for the entire season or the diver will not be able to attend team practice or events beginning the 1st of the current month.

Returned checks will be charged an additional **\$25 NSF** fee. Any account with more than one returned check during a season will be required to pay prior to the 25th of the previous month via cashier's check only. Personal checks will not be accepted.

Tuition Hardship Scholarships: The Nadadores are blessed to be supported by the Lipscomb family and the establishment of the Nate Lipscomb Aid Program. In Nate’s honor, the Dive Program offers aid for families with a financial/familial need for assistance to help members stay actively involved in the sport. Further information can be found on our website or by contacting Teri Chamoures at diveoffice@mvnadadores.org.

Team Apparel: All new members and current members on an annual basis, are required to purchase an official Nadadores team suit and T-shirt through the MVProShop located on site. The cost for a bathing suit and T-shirt will not exceed \$115 (excluding tax). The suit may be worn during training sessions and is required for any team competition. High School, master’s and one-day-per-week lessons are exempt from this requirement unless they are competing for the team.

An official equipment sponsor may supply the MVND National Team with team designated team apparel/equipment. National Team equipment that is not included in the sponsorship but necessary for competition, must be purchased by all families. All divers are required to wear MVND team apparel to both home and away dive meets. Costs incurred by MVND for National Team purchases or Team Gear will be passed on to families.

In addition to the team suit, team warmups are required to be worn by all divers who are members of the Elite Team. MVND attire is to be worn on the awards stand at all meets. For National Team members, National Team attire is to be worn at the championships, no exceptions. All team products can be purchased through MVProShop.

Voluntary Termination of Membership: If a member no longer desires to participate in MVND activities, the member must provide written notice of membership termination to the General Manager 30 days prior to the first of the month of termination or full tuition/Team Support will be billed for the following month. All Elite Team athletes are making an annual commitment and will not be permitted to terminate their membership until the annual financial commitment is met.

Returning After Termination: A former member desiring to rejoin MVND after a voluntary termination will be treated as a new member. Returning members must pay any outstanding fees from previous membership terms before rejoining MVND. There will be a 3 month “probationary period” for the returning athlete. During this time, the coaches will assess the athlete (attendance, attitude, adjustment, etc.) and determine if a permanent placement will be made.

In the rare event a diver’s membership is terminated, the termination shall be considered permanent, and the member will not be allowed to rejoin MVND.

Inactive Injury Status for Elite Divers: There may be an occasion when a diver needs to take time off due to injury. Monthly dues are not intended to be a “fee for service” and are charged every month of the year. However, MVND does offer a discount for members who intend to be inactive for up to three months. This fee will be ½ of the regular monthly dues and will begin if a diver is out from injury for a minimum period of 30 days. The diver will be able to rejoin the team in their regular workout group if space is available and if they can still meet the group requirements. If fees are not kept current, a diver will be released from the team and may rejoin the team when all delinquent charges are paid. To be classified as “inactive” and receive a discount, all the following conditions must be met:

- 1) The member must not participate in any MVND practice for the duration of the activity, or any other USA Diving or AAU activity/event
- 2) The period of inactivity must be greater than or equal to one full calendar month
- 3) The member must be in good standing, with no outstanding payments due
- 4) A doctor's note must be provided showing reason for time off and must be approved by the Elite/High performance Director.

If the above conditions are met, a member can request inactive status for up to three months. The Executive Director may, at its discretion, offer temporary tuition assistance to a family in extreme cases of unexpected hardship.

Probationary Period: Any new diver, even one returning to the team for any reason, is “probationary” for the first three months. During that timeframe, the diver will be evaluated by the coaching staff who has the discretion of releasing the diver for any reason during the probationary period.

Missed Training: If a diver is unable to attend workouts, the monthly installment is still due to retain full team status and be guaranteed a spot on the team. Invoices are sent on the 1st and dues billed on the 5th. Exceptions are granted for physical/medical restrictions because of a condition or injury.

Travel Fees: Families will be assessed a fee of \$25/diver for each travel competition. This fee will be billed with monthly fees. For all MVND or National Team international travel, families will be assessed a fee of \$150/diver for each international competition. This includes domestic meets that are designated international competitions.

Private Lessons Billing Requirement: A credit card or EFT from your bank must be active and on file for a member to book private lessons with any coach. Any private lesson not paid for at the time of service via check or cash will be billed against the card or EFT on file immediately after the lesson concludes.

Team Fees

2024-25 MVND Team Fees Effective October 1, 2024 – September 30, 2025

Group	Days	Pool Hrs/week	Strength Hrs/Wk	Monthly Fee	Cost/Hr	Monthly Fundraising	Monthly Total
Elite Gold	M-F	12.5	2	\$475	\$8.19/Hr	\$100	\$575
Elite Silver	M-F	12.5	2	\$475	\$8.19/Hr	\$100	\$575
Elite Bronze 3	T, R, S, Sun	8	2	\$390	\$9.75/Hr	\$100	\$490
Elite Bronze 2	T, R, S, Sun	9	3	\$465	\$9.69/Hr	\$100	\$565
Elite Bronze 1	T, R, S, Sun	10		\$390	\$9.75/Hr	\$100	\$490
Elite Blue	M-F	10		\$400	\$10/Hr	\$100	\$500

Group	Days/Wk	Time	Pool Hrs/Wk	Monthly Fee	Cost/Hr	Monthly Fundraising	Monthly Total
Bitty Bouncer (when offered)	2 Days/wk	1 hr	2	\$185	\$23.13	\$0	\$185
Home School	2 Days/wk	1.5 hrs	3	\$240	\$20.00	\$0	\$240
Blue Group	1/Day/wk	1 hour	1	\$110	\$27.50	\$0	\$110
Blue Group	2 Days/wk	1 hour	2	\$185	\$23.13	\$0	\$185
Blue Group	3 Days/wk	1 hour	3	\$235	\$19.58	\$0	\$235
Gold Group	2 Days/wk	1.5 hrs	3	\$235	\$19.58	\$0	\$235
Gold Group	3/Days/wk	1.5 hrs	4.5	\$315	\$17.50	\$0	\$315
Novice 2a/b	2 Days/wk	1.5 hrs	3	\$210	\$17.50	\$50	\$260
Novice 3a/b	3 Days/wk	1.5 hrs	4.5	\$260	\$14.44	\$50	\$310
Novice 4a/b	4 Days/wk	1.5 hrs	6	\$315	\$13.13	\$50	\$365
Gym2Dive	1/Day/wk	2 hrs	2	\$160	\$20.00	\$0	\$160

Group	Days/Wk	Time	Pool Hrs/Wk	Monthly Fee	Cost/Hr	Monthly Fundraising	Monthly Total
Masters	4/Days/wk	2 hours	8	\$235	\$7.34	\$0	\$235
Masters	3 Days/wk	2 hours	6	\$210	\$8.75	\$0	\$210
Masters	2 Days/wk	2 hours	4	\$185	\$11.56	\$0	\$185
Masters	1 Day/wk	2 hours	2	\$165	\$20.63	\$0	\$165
Masters	Drop in	2 hours	2	\$45	\$22.50	\$0	\$45

Private/Semi-Private Lesson Fees

		HOURS				
		1	1 1/2	2	2 1/2	3
D I V E R S E	1	\$120	\$180	\$240	\$300	\$360
	2	\$150	\$225	\$300	\$375	\$450
	3	\$180	\$270	\$360	\$470	\$540
	4	\$210	\$315	\$420	\$525	\$630
	5	\$240	\$360	\$480	\$600	\$720
	6	\$270	\$405	\$540	\$675	\$810
	7	\$300	\$450	\$600	\$750	\$900
	8	\$330	\$495	\$660	\$825	\$990
	9	\$360	\$540	\$720	\$900	\$1,080
	10	\$390	\$585	\$780	\$975	\$1,170

<u>Per Diver Per Session Rate</u>					
	1	1 1/2	2	2 1/2	3
1	\$120	\$180	\$240	\$300	\$360
2	\$75	\$112.50	\$150	\$187.50	\$225
3	\$60	\$90	\$120	\$156.67	\$180
4	\$52.50	\$78.75	\$105	\$131.25	\$157.50
5	\$48	\$72	\$96	\$120	\$144
6	\$45	\$67.50	\$90	\$112.50	\$135
7	\$42.86	\$64.29	\$85.71	\$107.14	\$128.57
8	\$41.25	\$61.88	\$82.50	\$103.13	\$123.75
9	\$40	\$60	\$80	\$100	\$120.00
10	\$39	\$58.50	\$78	\$97.50	\$117

<u>Per Diver Per Hour Rate</u>					
	1	1 1/2	2	2 1/2	3
1	\$120	\$120	\$120	\$120	\$120
2	\$75	\$75	\$75	\$75	\$75
3	\$60	\$60	\$60	\$60	\$60
4	\$52.50	\$52.50	\$52.50	\$52.50	\$52.50
5	\$48	\$48	\$48	\$48	\$48
6	\$45	\$45	\$45	\$45	\$45
7	\$42.86	\$42.86	\$42.86	\$42.86	\$42.86
8	\$41.25	\$41.25	\$41.25	\$41.25	\$41.25
9	\$40	\$40	\$40	\$40	\$40
10	\$39	\$39	\$39	\$39	\$39

Team Support of Participation

The documented annual team support requirements are a recurring monthly fee that may be credited to each family's account based on what funds they bring in for that 12-month dive season, October 1 through September 30.

Team Support: Each Nadador diver is required to fulfill their annual team support obligation:

- \$600 - Novice
- \$1,200 - Elite

Each year the team hosts various events to assist your diver in raising funds to fulfill your team support obligations. Proceeds more than the annual team support commitment cannot be applied to diving tuition and will go toward the general operating budget for the club. Credits will be reflected in your diver's account on the upcoming billing cycle after the proceeds have cleared the Nadadores' bank account. Credits will not be given retroactively.

The club provides opportunities for families to meet their team support obligations which may or may not include:

See's Candy Sales– (November/December and March/April). 90% of monies raised through the sale of See's candy or cookie dough sales may be applied toward team support commitments for the current year only. 10% will be retained by the club to cover expenses. Excess monies, beyond team support obligations, will be applied to the MVN Dive general operating fund.

Scrip- Families may use our Scrip program to purchase gift cards for their normal expenses throughout the year or for things such as travel expenses for meets and gifts for families during holidays. A percentage of the purchase amount of the gift card will go back to the club and the entirety of that rebate amount will go towards offsetting your team support amount. Amounts over the team support obligation will go back to the club to offset and cover expenses.

The club will also have opportunities to raise funds for the club that will offset special projects such as large-scale equipment purchases.

Morning Madness/Dive-a-thon- 100% of monies raised through Morning Madness/Dive-a-thon will be retained by the club to offset the costs of special projects. We ask that all divers participate in the Morning Madness/Dive-a-thon so the club can consistently provide athletes with up-to-date equipment in dryland, regularly replace diving boards and other tools that will help keep the Mission Viejo Nadadores Diving program at the forefront and cutting edge of training resources in the United States. All money raised and donations received are tax write offs as the MVN Foundation is 501c(3) organization.

Competitions: Meets are held from November through the summer months. The coaching staff will determine the team's competitive schedule as well as the criteria for participation. Meet information is distributed via email, by the General Manager, well in advance of the deadline date. Divers must meet established criteria for each competition and must have the coaches' permission to participate. All Elite Team athletes are required to attend all Region, Zone and National Competitions for which they qualify.

Team Support Hours and Agreement

There are several MVND-sponsored events that occur throughout the year, with the success being dependent on volunteer participation by members and their families. Members are highly encouraged to assist the team by volunteering to actively participate in the planning and execution of hosted meets, team gatherings and fundraisers.

Families with a diver in the Elite and Novice program as well as participating lessons and high school divers are all required to participate in MVND's volunteer hours program and must support all MVND hosted meets. The Nadadores host two or more meets each year. To successfully host these events, each family from Novice to Elite (and participating lessons and high school), is required to volunteer to fulfill the requirements for each.

Team Support hour requirements (by Group) for each family are listed for the following meets, events or activities hosted each year:

Need to Add: All Elite groups required 6 hours-Novice 4 hours Any lessons competing 2 hours are required

- Chris Vonk Invitational (December)
 - Elite: 6 hours
 - Novice: 4 hours
 - Participating Lessons, High School, Gym2Dive: 2 hours
 - Dr. Ron O'Brien Invite (March, April or May depending on year)
 - Elite: 6 hours
 - Novice: 4 hours
 - Participating Lessons, High School, Gym2Dive: 2 hours
 - Any USA Diving Regional/Zone dive meet (month varies)
 - Elite: 8 hours
 - Novice: 6 hours
 - Participating Lessons, High School, Gym2Dive: 2 hours
 - Any USA Diving National Competition or International Competition
 - Elite: 12 hours
 - Novice: 8 hours
 - Participating Lessons, High School, Gym2Dive: 4 hours
 - Any Intrasquad meet
 - Elite: 1 hour
 - Novice: 1 hour
 - Participating Lessons, High School, Gym2Dive: 1 hour
- Participation/Setup/Serving for Parties, Events or Committees throughout the year
- Elite: 1 hour
 - Novice: 1 hour
 - Participating Lessons, High School, Gym2Dive: 1 hour

Parents are not allowed to volunteer to announce or work administration tables during any event(s) in which their child is competing. Divers 15 and older can volunteer on behalf of their families.

All family members are responsible for the shifts they sign up to work or to obtain a reasonable

replacement within 3 days of the start time of the first event for that meet. If member family, does not show up for a shift or fails to get a shift covered by another volunteer, the family will be billed for those hours as a NO SHOW. Service hours are billed at \$25 (twenty-five dollars) per hour missed.

Volunteer shift schedules are available for signup 4-6 weeks in advance via Team Unify. On site, parents must sign in with the General Manager, usually located at the registration/check-in table. If a family works more than the minimum required hours at any given meet the hours will not be rolled over to the next meet. Hours may be given to another family who may be short hours at that specific meet, to assist them with meeting their requirement.

Recording of Service Hours

All families are responsible for reporting to the General Manager before each registered shift. Your signature will be required at the conclusion of your shift.

Medical Safety Information

Pre-Season Medical Screening: We recommend a Pre-Season Medical Screening for all team participants. Any divers with prior prolonged injuries (i.e., wrist, shoulder, back or knee) are required to have a medical screening performed prior to the start of the season.

Pre-Participation Screening Evaluations:

- Should be performed by a licensed physician, preferably one with sports medicine training (i.e. sports orthopedist).
- Consist of a medical history which guides the physician in the physical evaluation and a screen evaluation, preferably a “head to toe” evaluation rather than a cursory screening limited to heart, lungs, and abdomen.

Clearance to Participate: All divers are required to have a doctor’s letter of clearance before returning to training from an injury. Coaching staff may request a doctor’s appointment if a diver is unable to train to group expectations.

Recommended Physicians:

Dr. Robert Grumet

Orthopedic Specialty Institute
280 S. Main Street, Suite 200
Orange, CA 92868

Tel: (714) 937-2117/ **Fax:** 714) 634-4569

Or

16300 Sand Canyon Ave, Suite 511

Irvine, CA 92618

Robertgrumetmd.com

Cindy Shaw PT, OCS

Orthopedic and Spine Care
6082 Edinger Ave., Suite 100
Huntington Beach, CA 92647

Tel: (714) 840-1505/**Fax:** (714) 840-2504

Anaphylactic Reaction (Bee stings/Exposure to peanuts): For known bee sting allergies that put the athlete at risk for a life-threatening anaphylactic reaction, the athlete **MUST** have an EPI Pen (epinephrine) in his/her equipment bag on deck and/or have provided a pen to be stocked in the first aid kit in MVND’s office and travel first aid kit, for away meets.

Asthma: If an athlete has asthma, we request the following protocols:

- Quick relief inhalers, long-term inhalers and spacers labeled with the athlete’s name and

prescription to be kept in a plastic bag located in the athlete's equipment bag and another in the dive office.

- A written action plan from the health care provider, detailing how to use the specific inhaler and spacer for effective delivery of medication to the lungs including how many puffs, should be shared with the coach on deck responsible for the diver.
- In the event of an attack, the coach will get the diver out of the water, have the diver use the inhaler, and if in doubt, call 911, and then a parent.

Overexposure to Sun: Coaches/divers should take precautions to lower chances of sun-related problems later in life such as:

- **Melanoma**-serious form of skin cancer
- **Actinic Kerasotes**-sun induced skin growths
- **Photo aging**-skin becomes thick, wrinkled, leathery
- **Cataracts**-a loss of transparency in the lens, which clouds vision
- **Immune Suppression**-sunburn can alter the distribution and function of disease fighting white blood cells for up to 24 hrs

Weather Policies

We dive in reasonable rain, wind, and cold. This applies to workouts and competitions. A diver learning to compete needs to adapt to all types of weather situations. Most of our competitions are held outdoors in all types of weather.

If rain or smoke is too intense, or if windy conditions exist, the coaches will modify or cancel the workout to keep the divers safe and productive. On a stormy day, divers will be sent a "cancelation" email approximately two hours prior to workout times. There are no make-up workouts offered for training sessions canceled due to inclement weather.

Heavy Rain, Hail, Wind, Smoke During Workouts

- If heavy rain or wind obscures the clear vision of the bottom of the pool the pool will be cleared
- The pool will be cleared in the event of hail
- Athletes will be sent to the locker room in the event of a tornado warning
- Depending on radar, parents may be called to pick up their diver early due to weather

Lightning: Pool Closing

The National Weather Service recommends that pools be cleared in either of these two conditions:

- If "cloud to ground" lightning is observed and less than 30 seconds pass from seeing a flash and hearing thunder from that flash
- If "cloud to cloud" lightning is observed

Once a storm with lightning has been detected, the following closing procedures will be followed:

- Get the divers out of the diving pool immediately
- Divers will be sent to the locker room with instructions not to touch shower handles, water spigots, or other metal objects that might conduct electricity

Lightning: Pool Re-entry

Re-entry protocol for return to pool after lightning storm has passed:

- Divers may re-enter the pool for use 30 minutes after the last lightning is seen or thunder is heard

Emergency Action Plan

The following Emergency Action Plan (EAP) will be followed by MVND coaches during any actual emergency or potential emergency involving an MVND member's safety:

- 1) Coach **checks** the scene and identifies the emergency
 - a. Halt practice and clear the area
 - b. Check the accident scene to ensure that the environment is safe for others to act
 - c. Quickly assess the level of seriousness of the situation
- 2) If necessary, coach **calls** for assistance
 - a. If victim's injury seems critical (examples: victim has no pulse, is not breathing, become unconscious, or is bleeding severely), then CALL 911 immediately
 - b. Notify (or have additional staff/divers to notify) staff of the emergency
 - c. Direct additional coaching staff & other divers to assist in the EAP
- 3) Coach **cares** for victim
 - a. Thoroughly assess the victim's condition (with help from aquatic center staff, if necessary)
 - b. If the victim is OK:
 - i. Check equipment and repair/clean/replace it if necessary
 - ii. Resume practice/return to coaching
 - c. If the victim needs care:
 - i. Notify aquatic staff of the emergency (if not already done)
 - ii. Instruct other divers to follow all coaching staff directions
 - iii. Retrieve all the victim's forms (Emergency Information & Consent, Member Info, etc.)
 - iv. Notify the victim's parent/guardian of the emergency (if the victim is a minor)
 - v. Notify the MVND Dive Committee President of the emergency
 - vi. Interview witnesses and record their account of the incident
 - vii. Check the equipment and repair/clean/replace it if necessary
 - viii. Resume practice/return to coaching
- 4) Coach **follows up** on the incident
 - i. Document the incident by completing City of Mission Viejo accident/incident report and faxing to Beverly at (949) 583-0680
 - ii. Have a discussion with the coaching staff about the incident and the response
 - iii. Periodically contact the victim to check on his/her recovery progress
 - iv. Cooperate with requests for information by insurance providers and adjusters

In the event of an active assailant at the facility, the following procedures will be followed:

- 1) Two long blasts of an air horn
 - a. Immediately halt activity.
 - b. Coaches will check the scene to assess the direction of the threat.
 - c. Divers are to stay silent and do exactly as their coach directs them.
 - d. Anyone who is able to will call 911.
- 2) All members will not grab any belongings and coaches will quickly take the athletes to a designated safe area.
 - a. In the event the assailant is coming from the direction of the parking lot, all members will quickly exit at the emergency exit on Marguerite Pkwy and run to the YMCA.
 - b. In the event the assailant is coming from the Marguerite Pkwy side of the pool, all members will quickly exit the front of the facility and run to the golf course parking lot.
 - c. In the event there is no safe exit, all members will quickly move onto the platforms and coaches will lock all doors.
- 3) Families can gather their children at the designated safe areas once all clear is given by law enforcement.

Dryland Rules

Dryboards

- 1) The dryland diving facility is for MVND participants' use only. No exceptions
- 2) Divers should be dry when using the dryland diving board (dry board)
- 3) Only feet-first are allowed from the dry board to the port-a-pit. Jumps are to be performed from either a standing position on the end of the board or by performing a forward approach and hurdle
- 4) No diver should use the dry board unless the activity is being adequately supervised by a member of the coaching staff
- 5) The dry board is to be used for serious diving training, never for horseplay
- 6) Keep the arms overhead and hands flat to protect the head, neck and spine when simulating a head-first entry to the port-a-pit while in the spotting belt
- 7) The dry board should be properly mounted and dismounted. Never use the dry board as a projectile device to jump onto any other equipment
- 8) Only one person is allowed on the dry board at a time
- 9) Proper attire should be worn when using the dry board. Avoid clothing that impedes movements. Jewelry, including watches, earrings and rings should not be worn
- 10) Never go under the dry board while someone is on the apparatus. Do not sit or lean on the dry board while someone is using the apparatus
- 11) The dry board should never be used by someone who is dizzy, fatigued, or under the influence of drugs, alcohol, or medication which can inhibit coordination or perception
- 12) Proper stretching and warm-up may help prevent sprains and strains
- 13) Avoid overtraining/overheating

Trampolines:

- 1) The trampolines are for MVND participants' use only. No exceptions
- 2) Divers should be dry when using a trampoline
- 3) Diving skills on the trampoline are practiced as single contact activities, one skill at a time. Initiate take-offs using no bounce, a "step-in" hurdle, or several low bounces. High multiple bouncing routines are out of the scope of usage
- 4) If the diver is not wearing a spotting belt or is not being hand-spotted by a supervising coach, multiple twists and/or single or multiple somersaults are not allowed on the trampoline unless specific, individual permission is granted by the supervising coach.
- 5) No diver should use the trampoline unless the activity is being adequately supervised by a member of the Coaching Staff
- 6) The trampoline is to be used for serious diving training, never for horseplay
- 7) Keep the arms overhead and hands flat to protect the head, neck and spine when simulating a head-first entry on to the trampoline while in the safety belt
- 8) The trampoline should be properly mounted and dismounted. Never use the trampoline as a projectile device to jump onto any other equipment other than the trampoline being used
- 9) Only one person is allowed on the trampoline at a time. The only exception is when a coach is physically spotting a skill
- 10) Proper attire should be worn when using the trampoline. Avoid clothing that impedes movements. Jewelry, including watches, earrings and rings, should not be worn.
- 11) Do not sit on the pads of the trampoline while someone is jumping.
- 12) The trampoline should never be used by someone who is dizzy, fatigued, or under the influence of drugs, alcohol, or medication, which can inhibit coordination or perception.
- 13) Proper stretching and warm-up may help prevent sprains and strains.
- 14) Avoid overtraining.

Code of Conduct

The purpose of this code is to promote the best possible individual, team, and competitive diving program, by establishing a set of conduct rules to help ensure a friendly, safe and productive diving environment. The code is further designed to promote a favorable image of the Mission Viejo Nadadores Diving Team.

Athlete Code of Conduct

- 1) All members will respect the coaches. This includes giving them full attention when they are speaking and providing instruction
- 2) All members will arrive on time to practices and early enough for designated stretch and warm up at competitions
- 3) Members will treat others with respect and display good sportsmanship. Foul language or name-calling is not permitted. Disrespectful, indiscreet, or destructive behavior will not be tolerated. Any form of sexual harassment **will not be tolerated.**
- 4) Pushing, hitting, kicking, taunting, bullying, and other intentional unwanted touching or interfering is not permitted. Athletes and parents are required to sign a separate Anti Bullying document at the start of every season
- 5) Running or other horseplay activity is not allowed
- 6) Athletes must notify coach on deck if parent has not arrived to pick them up within 15 minutes of the end of a scheduled practice or event
- 7) All athletes are expected to participate in all designated championship meets for which they are qualified
- 8) MVND is a drug free organization; using alcohol, non-prescription illegal drugs or tobacco is not permitted
- 9) All members are expected to wear designated team suits, T-shirts, and warm-ups during all competitions
- 10) At diving meets, athletes should expect to follow the schedule as designated by the coaches. Homework and extracurricular activities should be planned outside of that schedule. This includes when athletes are asked to be at the pool to support their teammates. Proper time management is a key life skill student-athletes must excel at.
- 11) All members are expected to win with character and lose with dignity. This means greeting fellow competitors in the same manner regardless of the place or score you receive
- 12) **No cell phones during practice time, including dryland. Cell phone use is for emergencies only**
- 13) Divers are not allowed to post inappropriate language, posts/text on any social media platform. This is considered a form of bullying
- 14) Athletes are prohibited from becoming “friends” with any current Mission Viejo staff member on any social media platform
- 15) Videos and photos of athletes may only be uploaded to team social media platforms by the staff

The following measures are NOT in ascending order and any measure may be imposed immediately by the Head Coach or the MVND Dive Committee based on circumstances and severity of infraction by athlete or parents.

- Reported to Safe Sport
- Verbal Warning
- Written Warning
- Restricted or modified practice (i.e. time out, request for written apology, etc.)
- Diver removed from practice, event or scratched from meet with no expense reimbursement

- provided
- Suspension from events, practice or the team with corrective measures and/or specific behavior contract assigned to remedy the concern. Depending on severity of conduct violation, an indefinite suspension may be imposed
- Removal from the team

Parent Code of Conduct

Youth sports programs play an important role in promoting the physical, social and emotional development of children. It is essential for parents, coaches, and officials to encourage youth athletes to embrace the values of good sportsmanship. Moreover, adults involved in or at competitions or related team events should be positive models of good sportsmanship and lead by example demonstrating fairness, respect, and self-control.

- 1) Parent, Guardian, or family member is responsible for their own personal conduct as well as the conduct of their children when representing MVND at competitions, practices, and related events, or anywhere in public when they are wearing MVND identifying gear.
- 2) Parent, Guardian, or family members will **not**
 - a. engage in unsportsmanlike conduct with any coach, parent, participant, official or other attendee.
 - b. encourage their child or other person to engage in unsportsmanlike conduct with any coach, parent, participant, official or other attendee.
 - c. engage in any behavior that may endanger the health, safety or wellbeing of any coach, parent, participant, official or other attendee.
 - d. encourage their child or other person to engage in any behavior that may endanger the health, safety or wellbeing of any coach, parent, participant, official or other attendee.
 - e. engage the use of profanity at team facilities, events and social media affiliated with the Nadadores.
 - f. engage in any verbal or physical threats aimed at any coach, parent, participant, official or any other attendee.
 - g. encourage child to treat any coach, parent, participant, official or other attendee to engage in any verbal abuse or physical threats aimed at any coach, parent, participant, official or any other attendee.
 - h. non-prescription illegal drugs or alcohol during or while attending a team related event. This includes being under the influence when in the presence of coaches, parents, participants, officials, or any other attendees.
 - i. permit or encourage child or any other person to use non-prescription illegal drugs or alcohol during or while attending a team related event.
- 3) Parent, Guardian, or family member **will**
 - j. treat any coach, parent, participant, official or other attendee with respect regardless of race, creed, color, national origin, sex, sexual orientation, or ability.
 - k. encourage their child to treat any coach, parent, participant, official or other attendee with respect regardless of race, creed, color, national origin, sex, sexual orientation, or ability.
 - l. communicate with coaches through the parent liaison email, the General Manager or directly with your coach.
- 4) Although indirect, and gossip cannot be prohibited, it is strongly encouraged parents communicate directly to the coaching staff regarding specific areas of concern in a respectful and productive manner to preserve the positive, family atmosphere of MVND.

- 5) Due to the nature of coaches working closely with and leading/disciplining athletes/parents, employees are strongly discouraged from socializing with parents on the team, outside of the pool. Interactions at competitions, team events and activities are exceptions to this policy.

I understand that if I fail to conform my conduct to the foregoing while attending practice, competitions, or any related team event, I will be subject to disciplinary action at the discretion of the coaching staff and/or MVND Dive Committee. Disciplinary action may include any or all the measures listed based on the severity of the infraction.

The following measures are NOT in ascending order and any measure may be imposed immediately by the Head Coach or the MVND Dive Committee based on circumstances and severity of infraction by athlete or parents.

- Reported to Safe Sport
- Verbal Warning
- Written Warning
- Suspension from events, practice or team activities with corrective measures and/or specific behavior contract assigned to remedy the concern. Depending on severity of conduct violation, an indefinite suspension may be warranted
- Removal from the team

Travel Code of Conduct

Traveling to meets is an excellent way to test a diver's developing skills while also enjoying the benefits of visiting new places and making new friends. Parents or designated guardians of divers who are 13 years or younger are required to travel and board with their diver.

Both parents and divers must sign the Team Travel Code of Conduct each year.

- 1) The parent or guardian must arrange for a chaperone if unable to travel to the meet with the diver. Although the club may recommend hotels for everyone to stay in, parents are ultimately responsible for housing, transporting, and monitoring their children during diving competitions.
- 2) If a parent is unable to attend a competition, the parent is responsible for deciding travel arrangements for his or her child. Please inform the office and coaches if your diver will be traveling with another family or designated responsible adult and communicate contact information accordingly.
- 3) In addition, make sure the responsible party has a medical consent form to provide authorization during an emergency as well as a copy of your diver's medical card and any all-pertinent medical information such as drug allergies etc.
- 4) Any traveling MVND coach may designate and enforce a curfew. Whether at home or away meets, all team meetings and workouts are mandatory. The coaching staff strongly recommends staying at the designated meet hotel, if possible, to facilitate team communication, bonding, transportation, getting to meals, workouts, and team meetings on time. Staying in the same hotel is especially beneficial to newer or more inexperienced families who are traveling.
- 5) On trips requiring overnight lodging, team members may be required to stay in rooms or designated areas assigned by the coaching staff. A parent, legal guardian or designated chaperone must stay in the room with the diver(s) if the diver(s) are a minor. No exceptions.
- 6) If members of the opposite sex are in a room not assigned to them, doors and curtains must always remain open.

- 7) Everyone must be in their assigned room at the designated curfew time and no one except assigned roommates are allowed in the room after curfew time. Appropriate curfews will be established for each trip by the coaching staff.
- 8) Smoking, use of alcoholic beverages or any drugs other than those prescribed by a physician or approved by a parent, or coaches are not permitted. The head coach can require a drug test of any diver.
- 9) Indiscreet, destructive, disrespectful or any other behavior considered to be detrimental to the team will not be tolerated.
- 10) The team will travel together, if possible, especially for international meets.
- 11) When at a competition, ancillary family entertainment activities must be scheduled after the diver is finished with daily competition requirements so that the diver is rested and ready to compete.
- 12) Additional rules may apply at certain meets and are at the discretion of the coach on site.
- 13) All Divers must wear MVND team apparel to all home and away dive meets. (Team apparel can be purchased online or through the MVProShop during coordinated opportunities throughout the year.)

If this Code of Conduct is violated, one or all the following courses of action may be taken:

- The diver may be reported to Safe Sport
- The diver may be withdrawn from the competition
- The diver may lose all team privileges
- The diver may be sent home at his/her expense
- The diver may be suspended from the team for a length of time depending on the severity of the infraction
- The diver may be dismissed from the team

Emergency Medical Consent/Participant Liability Waiver

I certify that I am the parent or legal guardian for my diver(s) or is a diver, 18 years or older. I hereby give my permission to any supervisor, coach or other team administrator associated with the Mission Viejo Nadadores Diving Club to seek and give appropriate medical attention for my child(ren) or myself in the event of accident, injury, illness.

I do hereby authorize and give consent to Mission Viejo Nadadores Foundation, a California non-profit public benefit corporation ("Authorized Party"), obtaining for the Participant any x-ray examination, anesthetic, medical or surgical diagnosis or treatment and hospital or emergency room care facility ("Medical Facility").

Care is to be rendered to the participant under the general or special supervision of any member of the medical staff and emergency room staff licensed under the provisions of the Medicine Practice Act or a dentist licensed under the provisions of the Dental Practice Act and on the staff of any acute general hospital holding a current license to operate a hospital from the State of California department of Public Health.

It is understood that this authorization is given in advance of any specific diagnosis, treatment or medical facility care being required and, except as expressly stated as limitations in the online medical info fields, is given to provide authority and power to render care which a Physician and Surgeon or Dentist in the exercise of his best judgment may deem advisable.

It is understood that effort shall be made to contact the diver's parent or guardian by telephone using

the numbers supplied in my account prior to rendering treatment to the participant; However treatment will not be withheld if I cannot be reached. It is further understood that I am responsible for all charges for the above-mentioned diagnosis, treatment, or hospital care. This authorization is given pursuant to Section 25.8 of the Civil Code of California.

Assumption of Risk

There are certain risks inherent in the use of equipment and/or participation in certain programs that you should consider before you or your diver(s) begin such activities. As a participant in these classes and programs, I on behalf of our minor dependents and ourselves (collectively, "our") understand that participation can involve physical activity, which could result in injury.

I also understand that use of the facilities is exclusively limited to the area(s) in which the class or program is being conducted and that use will be strictly under staff supervision. For, and in consideration of, the Mission Viejo Nadadores Foundation sponsoring these classes and programs, and the City of Mission Viejo allowing use of its facilities for this program, and with the understanding of the risks involved in our participation,

I, on behalf of ourselves, our dependents and heirs agree to release and forever discharge the Mission Viejo Nadadores Foundation and the City of Mission Viejo, their officers, directors, employees, contractors and agents from any and all liabilities, demands or claims for loss or damage resulting from an injury or damage which may be sustained on account of our participation in these classes or programs, or use of the facilities.

I hereby waive, release and forever discharge Mission Viejo Nadadores Diving and associated supervisor, coach or other team administrator from all rights and claims for damages, injury, loss to person or property which may be sustained or occur during participation in Mission Viejo Nadadores Diving activities, whether or not damages or loss is due to negligence. I hereby acknowledge that myself or my child(ren) is (are) physically fit and capable of participation in all Dive Team activities unless restriction(s) and limitation(s) are documented and submitted with a signed applicable physician's note.

Injuries and Insurance

While the MVND coaching staff will make every effort to create a safe participation environment for MVND members, accidents and injuries may occasionally occur. The sport of diving is associated with training activities involving risky acrobatic moves and potential physical contact with the springboard, platform, or water.

All MVND members receive accident and injury insurance coverage through USA Diving, Inc. and/or the AAU. This insurance coverage is secondary to each individual member's personal insurance. Following an accident or injury, the USA Diving and AAU policies may cover expenses not covered by the member's primary insurance. Because the USA Diving and AAU insurance is only secondary coverage, all MVND members must maintain and offer proof of personal insurance coverage as a condition of membership.

If a member suffers from an accident or injury because of participation in MVND activities, the member must notify MVND staff immediately. If the member's injury is serious enough to warrant a possible insurance claim, the MVND staff will complete all necessary accident/incident reports and will send those reports to USA Diving and/or the AAU. Following receipt of those reports, USA Diving and/or the AAU will forward them to their insurance providers, who will then contact the injured member

directly to begin the process of settling the claim.

MVND has general liability insurance coverage through USA Diving and/or the AAU. It is the MVND General Manager's or designee's responsibility to register MVND as a club annually with both organizations for the insurance coverage to be valid. As a benefit of being an individual coach member of each organization, each MVND coach receives liability insurance coverage through USA Diving and/or the AAU.

It is imperative that each MVND diver be registered with USA Diving and, if instructed, the AAU. Unregistered divers not only are disqualified from receiving any insurance coverage, but they also jeopardize the validity of the MVND's general liability insurance policy. USA Diving registration must be renewed annually each December. The MVND General Manager is responsible for ensuring each MVND diver is properly registered and can assist with the registration process.

Each diver is responsible for their annual USA Diving registration, required at the end of December (both USA Diving and AAU memberships expire on December 31st of each year and must be renewed before the first day of January training). Divers will be given a deadline date to submit a copy of their USA Diving and/or AAU membership card to be permitted on-deck for training.

Media Release Agreement

I, the parent or legal guardian of my diver(s) or diving participant have received, read and understand the guidelines and requirements outlined in the Mission Viejo Nadadores Dive Team Parent Handbook and agree to comply with the terms and policies contained therein.

I the parent or legal guardian of my diver(s) or diving participant do agree to the following terms and conditions regarding the release of Contact Information, Photos and Media Releases:

It is MVND's general policy not to distribute information about any diver to any individual or organization outside of MVND without the parent's consent since the divers are minors. In an effort to ease communication within the MVND membership, MVND makes available a team roster to its members that include the divers name, parent email address, parent phone number and training group within MVND's team management application tool called Team Unify.

I understand that I have the right not to share my contact info with the rest of the membership and will either select one of the two options within my team unify account. The "Member Search" option is found on the "Account Info" tab screen by navigating to "My Account" then under the submenu "My Account" again. I have the option to select either "Yes-I want to participate" or "No-I do not want to participate". I understand that the "Yes" option is the selection default and if I want to change it I will do it myself within my account or contact the MVND Club Administrator to deactivate it as part of the available team member roster feature.

Additionally, MVND team / committee members and/or staff, and/or outside media professionals may take photographs and/or video of MVND members or family spectators during sanctioned MVND practices, competitions, and events. MVND may choose to display photos and/or video of members on bulletin boards, in pamphlets/flyers, in newspaper articles, on websites and social media and/or on television for the purpose of promoting MVND.

I give consent to display appropriate photos and/or video taken of my diver or family while on deck

during any sanctioned MVND practice, competition or event which may accompany my divers first name and last name initial. Any additional info of my diver, who is a minor, will require further consent from me or my diver's other parent or legal guardian. Video or still images taken by or for MVND can only be used by MVND. Any other private/public use of the media in a publication or other online media without MVND's expressed written consent is prohibited.

Conflict of Interest for Committee or Board members

No member of the MVND Dive Committee or Board of Directors shall derive a personal profit or gain, directly or indirectly, by reason of his or her participation in MVND. Everyone shall disclose to the MVND organization any personal interest in which he or she may have in any matter pending before the organization and shall refrain from participating in any decision on such matter. Any member of the MVND team, parent, Dive Committee, or Board of Directors shall refrain from obtaining any list of MVND members for personal or private solicitation purposes at any time during the term of their affiliation.

Reimbursement Policy

Members and employees of the MVND Dive organization may be required to incur expenses from time to time to conduct MVND business and to further its mission. The purpose of this policy is to ensure adequate cost controls are in place, travel and other expenditures are appropriate, and a uniform and consistent approach exists for the timely reimbursement of authorized expenses incurred by MVND members and employees. It is the policy of the MVND to reimburse only reasonable and necessary expenses actually incurred.

When incurring business expenses, MVND members and employees are expected to:

1. First seek High Performance Director/Head Coach permission
2. Exercise discretion and good business judgment with respect to expenses
3. Be cost conscious and spend the club's money as carefully and judiciously as an individual would spend his or her own funds
4. Report expenses, supported by required documentation

To be reimbursed for MVND business expenses, send a detailed account of the expenses and all receipts to the MVND General Manager at the team mailing address:

Visiting/Returning Diver Fees

MVND welcomes divers from other programs (including former Nadadores who are diving for their college) and provides a visiting diver policy for divers who desire to train with MVND for a limited time. However, it is at the Head Coaches' discretion to determine if a visiting diver may return to or visit the program, even temporarily.

- 1) A diver is considered "visiting" if the diver regularly trains with a coach or program not affiliated with MVND and intends to train with MVND for a period of three months or less.
- 2) Visiting divers are not members of MVND and are not eligible to vote in MVND elections.
- 3) Visiting divers must be registered athletes with USA Diving and/or AAU.
- 4) Visiting divers must submit to MVND proof of valid primary, personal health insurance.
- 5) Visiting divers must sign the MVND Participant Waiver and Emergency Medical Form.
- 6) Visiting divers must pay the current MVND fees **in advance**, prior to use of the facilities.
- 7) Due to new Safe Sport regulations, any athlete 18 or over wishing to participate in training, must have completed the Safe Sport module at usadiving.org prior to participation.

- 8) Practice/Competition Coaching fees are:
 - \$25/diver/training session if training two weeks or less (a week is considered 6 days)
 - Monthly rate: \$475/month (a month is considered anything longer than 2 weeks)
Monthly rate may be paid in lieu of daily rate
 - In the event a visiting diver requests coaching during a competition, the diver will be billed \$200/week (a week is considered 6 days) or \$45/day if less than a week or any part thereof plus the standard \$25 travel coaching fee.
- 9) Practice fees for visiting Master's divers
 - \$45/diver/practice. This is the for the occasional visiting drop in Master diver plus proof of USA Diving membership and Safe Sport documentation.
 - Fees must be paid through the office ahead of training.

Visiting/Returning Diver Housing Rates/Requirements

Visiting Athlete Housing Rates/Requirements

- Fee to be determined by and paid directly to host family ahead of arrival
- Head Coach to make final selection of appropriate housing environment for visiting athlete. Decision will be based on age, gender, needs and personality of visiting athlete as well as the “intangibles” to arrive at the “right blend” of athlete needs and family needs.
- Executed Medical Power of Attorney form (if a minor) naming host family adults and Head Coach executed and archived by office staff prior to arrival.
- Proof of health insurance documentation to be archived by office staff.
- Signed liability release form releasing the host family, Mission Viejo Nadadores Foundation, and Mission Viejo Diving Committee and staff
- Proof of current athlete membership with USA Diving
- All payments and required documentation to be handled by General Manager

Visiting Athletes/College Teams/Domestic Club Athletes

MVND welcomes domestic teams and provides a visiting team policy for divers/coaches who desire to train at the MAC for a limited time.

- 1) Training times are determined by dive office and prioritized on a first-come-first awarded basis. Training times cannot conflict with regular scheduled practices without approval from the Elite/HPD.
- 2) Teams can train up to 2x per day for 2-hour training sessions, based on availability.
- 3) Visiting team members do NOT have to be members of USA Diving if they are coming with their university team, but it is strongly encouraged.
- 4) Teams must follow all Mission Viejo rules of conduct which will be sent prior to arrival or potentially not be allowed to continue to train at the facility.
- 5) All payments and insurance documentation to be handled through dive office ahead of arrival.
- 6) Visiting team fees are:
 - \$25/diver/day/1session/\$40/diver/2session+ \$30/hour monitoring fee/day (e.g. 2-hour training + \$60 monitoring fee)
- 7) Team must provide prior to arriving, \$2 million liability coverage documentation listing the following as additionally insured:
 - a. Mission Viejo Nadadores Foundation
 - b. Mission Viejo Dive Committee and MVNF Board of Directors
 - c. City of Mission Viejo

Visiting International Team Fees

MVND welcomes international teams and provides a visiting team policy for divers/coaches who desire to train at the MAC for a limited time.

- 1) All scheduling, training fees and correspondence for visiting international teams will be accomplished through the Elite/High Performance Director.
- 2) Training times and fees are at the discretion of Elite/High Performance Director and prioritized on a first-come-first awarded basis.
- 3) Visiting international team members do NOT have to be members of USA Diving but must have approval from their federation with documentation sent to USA Diving's office.
- 4) All payments and insurance documentation to be handled through dive office.
- 5) Team must provide prior to arriving, \$2 million liability coverage documentation listing the following as additionally insured:
 - a. Mission Viejo Nadadores Foundation
 - b. Mission Viejo Dive Committee and staff

Independent Physical Education (I.P.E. Forms for Jr. High and H.S. Divers)

Often school districts and independent schools will allow for "0" period when a student may elect to begin school at 6:30 am and receive P.E. credit. The MVND and at the Marguerite Aquatics Complex qualifies for I.P.E. credit.

MVND Coaching Staff will act as the off-campus P.E. instructor for attendance and grades. Let your coaching staff assist you in filling out the appropriate paperwork, or any other assistance you may need. Each district/school might have different requirements. Usually the following will be required:

- 1) IPE form
- 2) MVND Coaching Resume
- 3) Team Objectives (on letterhead)
- 4) Proof of National Participation and ranking (divemeets.com website)
- 5) Quarterly Grade

Technical Diving Rules/Dives by Age Group

Visit <https://www.teamusa.org/usa-diving/resources/rulebook> for a complete listing of rules and dive requirements of each age group.

MVN Dive Anti Bullying Policy

The following is a model procedure to implement a MVN Dive Team rule prohibiting bullying. This plan must be reviewed and agreed to by all athletes, parents, coaches and other adults in the club. Any time reports of bullying are made, the club is expected to implement these procedures.

Action Plan of the Mission Viejo Nadadores Diving Team to Address Bullying

PURPOSE:

Bullying of any kind is unacceptable at MVN Dive and will not be tolerated. Bullying is counterproductive to team spirit and can be devastating to a victim. The Club is committed to providing a safe, caring, and friendly environment for all team members. If bullying does occur, all athletes and parents should know that incidents will be dealt with promptly and effectively. Anyone who is aware of any bullying occurring is expected to tell a coach, staff member or athlete/mentor.

Objectives of the MVNF Dive Team Bullying Policy and Action Plan:

- 1) To make it clear that the Club will not tolerate bullying of any kind.
- 2) To define bullying and give all coaches, parents, and divers a good understanding of what bullying is.
- 3) To educate all parents, divers, and coaching staff that there is a policy and protocol should any bullying issues occur.
- 4) To instruct on how bullying incidents should be reported.
- 5) To acknowledge that the MVNF Dive Team takes bullying seriously and that all divers and parents can be assured that they will be supported when bullying is reported.

What is Bullying?

MVNF Diving Code of Conduct prohibits bullying. Bullying is intentional behavior that hurts, harms, or humiliates a member, either physically or emotionally. There are different types of bullying, as outlined below. This policy and action plan is applicable at any MVN Dive activity, to include practice/training, competitions, and any MVN events, as well as any communication between MVN parents/athletes/coaches/etc.

1) Physical Bullying

Causing physical or emotional harm to another member or damage to the other person's property; (i.e.: taking hair ties, taking sunscreen or food without permission, taking a person's turn on the mats or at practice, cutting in line).

2) Verbal Bullying

Includes name-calling, mocking, hurtful teasing, insults, slurs, humiliating or threatening someone, racist comments, or sexual harassment. One of the most common types of bullying.

3) Social Bullying

Includes rolling your eyes or turning away from someone, excluding others from the group, getting others to ignore or exclude, gossiping or spreading rumors, setting others up to look foolish, and

damaging reputations and friendships.

4) Cyberbullying

This is any bullying that happens over any technological device. This includes email, instant messaging, social networking/media sites such as Facebook/Instagram, text messages and cell phones and using these methods to threaten, harass, embarrass, socially exclude, or damage reputations and friendships.

5) Bystanders

A bystander is someone who sees or knows about bullying or other forms of violence that is happening to someone else. Bystanders can be either part of the bullying problem or an important part of the solution to stop bullying. If you see bullying occurring, it's your responsibility to say something to a responsible adult (coach, parent, etc.).

6) Peer Pressure

Peer pressure occurs when a peer group or individual encourages others to change their attitudes, values, or behaviors to conform to those of the influencing group or individual. Peer pressure can impact and result in bullying when the behavior encourages others to laugh at someone or determines someone is not worthy to be part of the group. Individuals are intimidated to speak out on behalf of themselves or of someone being hurt.

STOPPING BULLYING- How to Take Action

Procedure:

- 1) Report any incident to a coach or trusted adult
- 2) Coaches/ Executive Director will issue a verbal and/or written warning
- 3) Repeat offenses will be documented and offenders will be advised that further incidents of ANY kind will result in removal from the team.

AGREEMENT TO ALL POLICIES LAID OUT IN THE MVND TEAM HANDBOOK

I understand and agree to all policies laid out in the MVNF Team Handbook. I have read and will uphold these policies both for myself (athlete/parent) and my child (parent). I have a responsibility to report any type of violation of team policies.

I understand and agree that I will lose the privilege of being on the Nadadores Dive Team if I engage in repeated violations of policies laid out in the MVND Team Handbook.

Diver

Date

Parent / Guardian

Date