

41SIX VOLLEYBALL CLUB

2025/26 Season
Parent / Athlete Handbook



Division of Toronto Beaches Volleyball Club



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About 41SIX Volleyball Club

41SIX Volleyball Club, established in 2019, is a new sporting organization situated in the eastern part of Toronto, specifically within the Beaches area. The club was founded by Neil Bolton, who has over thirty years of experience involved in the volleyball community. Mr. Bolton is revolutionizing the management of volleyball programs within Toronto by promoting transparency and focusing on athlete development in collaboration with the Ontario Volleyball Association. Additionally, 41SIX Volleyball, a division of Toronto Beaches Volleyball Club, is a federally registered, Canadian-certified non-profit corporation founded in 2019.



Presidents Message

Neil Bolton confidently established the 41SIX Volleyball Club with a vision to create a vibrant and inclusive environment for young athletes in the East End Beaches community. Frustrated by the politics and favouritism prevalent in traditional volleyball clubs, Neil set out to build a space that prioritizes athlete development and well-being.

He champions the idea of allowing athletes to learn and grow without external pressures, cultivating a supportive atmosphere where their passion for volleyball can truly thrive. The club focuses on long-term development, emphasizing values like perseverance, discipline, and teamwork to equip athletes for success both on and off the court.

Recognizing the critical role of coaches, Neil fosters a culture of respect that empowers them to mentor and guide athletes effectively. His commitment to nurturing the spirit of volleyball in the community is unwavering, as he creates an inclusive space for athletes of all backgrounds.

In essence, 41SIX Volleyball Club serves as a powerful testament to Neil Bolton's dedication to creating a positive environment where athletes excel, embodying the core values of integrity, respect, and community.

CLUB LEADERSHIP

CLUB OFFICERS AND BOARD MEMBERS:



Neil Bolton
Owner & Club Director



Diahann Mahon
Club Director



Dave Egan
Technical & Grassroot
Director



Lesley Lovell
Club Director

Best Practices for Youth Athlete Development

41Six Volleyball Club is dedicated to the comprehensive development of youth through sport. Our person-centred approach emphasizes creating enriching environments and fostering meaningful relationships, ultimately building character, competencies, confidence, and connections in young athletes. This foundation supports long-term participation and achievement.

We advocate for the following best practices to ensure inclusive, sustainable, healthy, safe, and enjoyable youth sports experiences, promoting optimal athletic performance:

Individualized Development: We recognize that each athlete's development is unique, holistic, and centred on the growth of the whole person.

Diverse Participation: We encourage involvement in a variety of age-appropriate, sport-related activities to develop broad athletic and social skills, fostering resilience.

Prioritize Safety and Respect: We consistently promote safety, health, and respect for rules, peers, and the sport during all activities.

Sustainable Progression: We recognize that athletic development requires time; therefore, we avoid excessive practice or competition that may jeopardize health, well-being, or long-term success.

Coaching Excellence: Our coaches cultivate a challenging yet enjoyable learning environment tailored to individual readiness and goals.

Athlete Well-being: We emphasize the importance of proper rest, hydration, and nutrition. We incorporate appropriate recovery periods to minimize the risk of injury and optimize performance.

Preparedness and Safety Protocols: We ensure accommodations for health and fitness and establish practiced emergency action plans.

Informed Stakeholders: All involved parties should seek current best practices and maintain realistic expectations for youth athletes.

Long-Term Athlete Development



What is LTAD?

Human development from birth to adulthood is a continuous process. To understand the process better, experts divide human development into distinct stages with specific characteristics; these are called stages of development.

In Canadian sport, experts have identified seven stages of development, each with its own physical, mental, emotional, and cognitive characteristics. This is our Long-Term Athlete Development (LTAD) model, and it's the basis for the optimal training and competition kids need to enjoy sport the most and perform their best.

Why do we need the LTAD model?

Because participation in recreational sport and physical activity has been declining and physical education programs in schools are being marginalized.

Because the international performances of Canadian athletes have been declining in some sports.

Because other sports are having trouble identifying and developing the next generation of international athletes.

Because **NOT** matching skills and activities to a stage of development has serious negative consequences, and Canadians and the Canadian sport system have been suffering from them for some time. To mention just a few of them:

Links: Useful links for more information:

www.coach.ca

All about coaching at the Coaching Association of Canada

www.canadiansportforlife.ca

The official Long-Term Athlete Development website

41SIX Volleyball Club Code of Conduct

Purpose

The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment within 41SIX Volleyball programs, activities, and events by making all individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the values of 41SIX Volleyball as set out in the next paragraph below.

41SIX Volleyball is committed to providing an environment in which all individuals are treated with respect. 41SIX Volleyball supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with the values of 41SIX Volleyball, which include fairness, integrity, accountability, excellence, accessibility, innovation, and respect.

Conduct that violates this Code may be subject to disciplinary action, which could result in the immediate removal from all 41SIX Volleyball programs and services in accordance with our Discipline and Complaints Policy.

Responsibilities

All individuals involved with 41SIX Volleyball have a responsibility to:

Upholding Respect & Dignity

- **Treat everyone with respect**, regardless of their background, identity, or ability. This includes respecting diverse body types, genders, ethnicities, sexual orientations, ages, religions, and physical or mental abilities.
- **Focus criticism constructively**, avoiding public criticism of athletes, coaches, officials, or other members.
- **Exhibit sportsmanship and ethical conduct** at all times.
- **Act to prevent discrimination** and treat everyone fairly.

Maintaining a Safe & Secure Environment

- **Prohibit theft:** Any form of stealing is a serious offense and will not be tolerated. Report suspicious activities or theft immediately.
- **Prevent harassment:** Do not engage in or tolerate any offensive, abusive, or degrading comments or conduct. This includes, but isn't limited to:
 - Verbal abuse, threats, or outbursts.
 - Offensive visual material.
 - Unwelcome remarks, jokes, or taunts.
 - Unwanted physical contact or sexual advances.
 - Hazing is any humiliating, degrading, or dangerous activity forced upon a junior athlete.

- **No retaliation:** Threats or acts of retaliation against anyone reporting harassment will not be tolerated.
- **Abstain from drugs:** Do not use non-medical drugs or performance-enhancing substances. 41SIX Volleyball adheres to the Canadian Anti-Doping Program.
- **Avoid coercion:** Do not use power or authority to force anyone into inappropriate activities.

Club & Community Conduct

- **Adhere to rules:** Follow all volleyball rules and the spirit of fair play.
- **Manage alcohol responsibly:** If consuming alcohol in adult social settings related to the club, do so responsibly.
- **Respect property:** Do not damage the property of others.
- **Promote volleyball positively:** Represent the sport constructively and positively.
- **Obey all laws:** Adhere to all federal, provincial, municipal, and host country laws.

Investigation Policy

Investigation policy for 41SIX volleyball club, compliant with Volleyball Canada and the Ontario Volleyball Association (OVA):

1. **Reporting Misconduct:** Any player, parent, coach, volunteer or staff member who suspects misconduct or observes any suspicious behaviour must immediately report the incident to the club's designated SafeSport Officer, who will initiate an investigation.
2. **Securing Evidence:** Any physical evidence related to the alleged misconduct, such as witness statements or other relevant documentation, should be collected and secured by the SafeSport Officer. Evidence should be protected from tampering or destruction until the investigation is completed.
3. **Investigation:** The SafeSport Officer will conduct a thorough investigation of the alleged misconduct. The investigation will include interviewing witnesses, reviewing relevant documentation, and gathering any other relevant information related to the incident.
4. **Confidentiality:** The investigation will be kept confidential to protect the privacy and reputation of all involved parties. Information related to the investigation will be shared only with individuals who have a legitimate need to know.
5. **Notification:** Once the investigation is complete, the club's Board of Directors will be notified of the outcome of the investigation. The Board will determine, if any, what disciplinary action is necessary based on the findings of the investigation.
6. **Disciplinary Action:** If the investigation concludes that misconduct has occurred, appropriate disciplinary action will be taken. Depending on the severity of the misconduct, this may include suspension from the club, termination of employment or volunteer status, or referral to law enforcement for criminal charges.
7. **Prevention:** To prevent future incidents of misconduct, the club will evaluate and revise its policies and procedures as needed. This may include increasing SafeSport training for coaches and volunteers, implementing stricter background checks, or enhancing its reporting mechanisms.

The 41SIX volleyball club is committed to providing a safe and inclusive environment for all of its participants. By establishing a clear policy and procedure for investigating misconduct, the club can ensure the safety and well-being of its players, families, coaches, volunteers, and staff. This policy complies with the regulations set by Volleyball Canada and the OVA. If you have any questions or concerns about this policy, please get in touch with the club's SafeSport Officer.

Rule of Two

41SIX Volleyball Club values the safety, rights and well-being of our athletes and their families. It is the responsibility of every 41SIX coach, volunteer and staff member to participate in the effort to create a safe environment for all 41SIX participants.

The Person in Authority Code of Conduct is intended to protect 41SIX participants from abuse. It provides guidelines for conduct that are consistent with the development of healthy relationships between adults in positions of authority and youth sport participants. The Code provides behaviour guideposts that identify inappropriate or concerning behaviour at an early stage to help better protect athletes and coaches.

[Link to the OVA Person in Authority Concussion Policy and Procedure](#)

* This Policy does not constitute any medical advice and does not contain any medical diagnoses, symptom assessments or medical opinions.

41SIX Volleyball follows Volleyball Canada and the Ontario Volleyball Association's Concussion Policy and Procedure. Please review the policy found on the Ontario Volleyball Association Website - <http://bit.ly/2CT7KOD>

Rowan's Law

September 28 marks Rowan's Law Day, a day which honours Rowan Stringer, a young athlete who died of second impact syndrome (the result of sustaining multiple concussions). Her memory is honoured through the awareness of concussion safety and education on concussions, which is inherent in nearly every sport.

A law - Rowan's Law - was enacted by the Government of Ontario to manage and prevent concussions through a strict series of protocols that sports organizations must undertake.

Concussions represent 20% of Ontario student injuries treated by a doctor or nurse. Concussions can also have debilitating long-term effects, which is why it is important to take every instance of an athlete or other participant sustaining a hit to the head seriously. In January 2022, the Government of Ontario made Rowan's Law mandatory for amateur sport organizations to establish a removal-from-sport and return-to-sport protocol, ensuring that an athlete is removed immediately if they have sustained a concussion or are suspected of having sustained one. The law also requires athletes to get medical clearance from a physician or nurse practitioner before they are permitted to return to training, practice or competition.

As concussions are an inherent risk in volleyball, the OVA takes the safety of our members as a top priority. It has ensured that we follow these protocols in our concussion policy. The OVA works closely with the Ministry of Sport in Ontario to ensure that our regulations and prevention measures are up to date and that any updated information is readily available to our members.

It is required that all athletes, parents, coaches, team trainers and officials review the concussion awareness resources and their sport organization's concussion code of conduct, where applicable.

To read the OVA Concussion Policy, please click on the link below.

OVA LINK TO CONCUSSION POLICY

Respect In Sport Parent Program

The Ontario Volleyball Association will continue to utilize the Respect in Sport Parent Program, which will be used by all Club Member parents, effective for the 2018-2019 season.

This rollout is a testament to the dedication the OVA and its members have in making this amazing sport fun and enjoyable for all.

Respect in Sport is an accessible online resource in the prevention of bullying, abuse, harassment, and discrimination (BAHD). The program's mission is to empower participants to recognize signs of BAHD and eliminate it from the game through a global culture of respect.

Respect Group was co-founded by former NHLer Sheldon Kennedy in 2004. It partnered with the Canadian Red Cross to create a best-in-class e-learning curriculum for mass consumption. Participants are certified through a 60-minute online program, which can be completed from anywhere with internet access. The cost is \$12.00.

At least one parent or guardian of each player registered in OVA volleyball must complete the online RIS Parent Program only once as a condition of participation. The program is a proactive educational initiative that empowers parents with the tools to ensure the game is enjoyable and respectful for themselves, their children, and all other stakeholders involved. To register, visit <https://ontvolleyballparent.respectgroupinc.com/start.jsp>. Discipline and Complaints Policy

If an infraction of any of the above responsibilities has been breached or if someone is or has displayed behaviour that you feel violates the spirit of the codes of conduct provided by 41SIX Volleyball, please bring the attention immediately to the team's Head Coach. If the Head Coach is the subject of the complaint, please get in touch with Neil Bolton at neil@tobeaches.com or 647.964.0626

A formal investigation into the nature of the complaint will be conducted, and discipline may range from a reprimand to the immediate dismissal of the offending party from all 41SIX Volleyball events and team activities. 41SIX Volleyball will ensure that all parties have a chance to speak their case before a final decision, which will be held between all three 41SIX Directors, to ensure a fair and ethical outcome.

Cancellation and Refund Policy

The tryout fee online or at the door is non-refundable

41SIX provides no reimbursement for the initial deposit if cancellation is requested for the athlete before the start of instalment payments. No reimbursement is provided for paid and past instalments if cancellation is requested during the season. Future instalments are cancelled. Suppose the participant becomes sick or is injured during the program and is not able to participate in the remainder of the season. In that case, 41SIX will reimburse 75% of the last instalment when a doctor's certificate is provided.

Player's Code of Conduct Form

41SIX Volleyball offers a philosophy of competition that is guided by the highest standards of good sportsmanship and fair play. For this reason, all participants have a duty to conduct themselves in a reasonable and acceptable manner and avoid all conduct and practices which are, in the opinion of 41SIX Volleyball, detrimental to the sport. Any action that would reasonably be expected to significantly disrupt or interfere with the program or preparation of an athlete for the competition cannot be tolerated.

All participants have a responsibility to

- Arrive 15 minutes early for practices, help set up and be ready "on the court" for the start time of each practice and arrive at least 45 minutes early for tournaments and be ready to warm up or work the game in accordance with the coach's instructions.
- Respect my fellow athletes and coaches by speaking when called upon and listening when others are speaking. This includes refraining from bouncing balls, whispering, or distracting other athletes during this time.
- Always wear team-designated clothing and apparel for all practices and tournaments; I will warm up in designated 41SIX gear, together and on time.
- Always inform the coach or designate if I will be late or absent.
- Do not wear jewelry during practices or tournaments, and ensure that I always bring my water bottle, knee pads, court shoes, and all 41SIX Gear (Jerseys, Tees, Hoodies, Track Pants, and Backpack).
- I will not use my cell phone during practices or tournaments; instead, I will engage in conversation with my teammates and build better relationships.
- Maintain and enhance the dignity and self-esteem of other individuals by demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
- Theft and any form of stealing will not be tolerated under any circumstances.
- Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group which is offensive, abusive, racist, sexist, degrading or malicious.
- Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature;
- Respect the property of others and not wilfully cause damage. Any expense related to property damage wilfully caused will be payable by the athlete.
- Abstain from the use of alcohol, tobacco products and performance-enhancing drugs. Failure to comply with this section will result in immediate personal disqualification from Athlete Development Program.
- Act in a sportsmanlike manner and do not display appearances of violence, foul language or gestures to other players, officials, umpires, coaches or spectators.
- I will refrain from gossip that is detrimental to the team, athlete and club and ensure a positive and respectful environment at all times.
- I will follow the 41SIX Volleyball Discipline and Complaints policy should I feel these codes are not being upheld.

Violations of the Code of Conduct may be subject to suspensions or removal from the 41SIX Volleyball Teams or Programs.

Parent's Code of Conduct Form

For children to grow and develop in their sport or physical activity, an environment of positive communication and mutual respect must exist. Parents should observe the following Code of Conduct with their child athletes.

- I will remember that my child plays sports for their enjoyment, not mine.
- I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of a game/event.
- I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
- I will never ridicule or yell at my child for making mistakes or losing a competition.
- I will remember that children learn best by example. I will applaud the good performances of both my child's team and their opponents.
- I will not force my child to participate in sports.
- I will never question the official's judgment or honesty in public.
- I will support all efforts to remove verbal and physical abuse from children's sporting activities.
- I will respect and show appreciation for the trained coaches who give their time to provide sports activities for my child, recognizing that I have a responsibility to be an active part of my child's development.
- I will wait 48 hours before I speak to the coach or team designated in the event that some aspect has upset me or my athlete, to ensure a meaningful and respectful dialogue.
- I will not discuss playing time with my athlete or coach during a tournament, but I can seek clarity from the coaching staff after 48 hours.
- I will not enter the playing area during a tournament for any reason unless specifically called over by the Coach or one of their Assistants.
- I will refrain from gossip that is detrimental to the team, the athlete, and the club, and ensure a positive and respectful environment at all times.
- I will follow the 41SIX Volleyball Discipline and Complaints policy should I feel these codes are not being upheld.

Violations of the Code of Conduct may be subject to suspensions or removal from the 41SIX Volleyball Teams or Programs.

Coach Code of Conduct Form

Coaches play a unique role within this environment. They are highly visible in the external community and play an important mentorship role for young athletes in Ontario and Canada's Volleyball Association. In this high-profile role, it is expected that all coaches (paid or volunteer) associated with the 41Six Volleyball Club conduct themselves with integrity and to the highest standards of conduct in competition, in practice and in all public forums.

- I will remember that all 41Six athletes play sports for their own enjoyment, not mine.
- Respect athletes' dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable.
- I will encourage all 41Six athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
- I will teach all 41Six athletes that doing one's best is as important as winning, so that my athletes will never feel defeated by the outcome of a game/event.
- I will make all 41Six athletes feel like winners every time by offering praise for competing fairly and trying their best.
- I will never ridicule or yell at any 41Six athlete for making mistakes or losing a competition.
- I will remember that children learn best by example. I will applaud the performances of all 41 Six teams and their opponents.
- I will support all efforts to remove verbal and physical abuse from youth sporting activities.
- I will wait 48 hours before I speak to parents or the team designated in the event that some aspect has upset me or my athlete, to ensure a meaningful and respectful dialogue.
- I will not discuss playing time with my athletes during a tournament but can choose to discuss it after matches or tournaments are completed. I will respect the 48-hour rule if an athlete or family member chooses to impose this rule.
- I will not enter change rooms or gender-specific rooms with athletes unless discussed with parents and other coaches present during these meetings. Coaches must have completed "Safe Sport" in order to engage with athletes in any manner.
- I will refrain from gossip that is detrimental to the team, athlete and club and ensure a positive and respectful environment at all times.
- Although it is expected that Coaches have many interests outside the 41Six Volleyball program, for the duration of the volleyball season, coaches will give priority to the interests of their team and the 41Six Program overall.
- The consumption/use of alcohol or illegal/banned substances while en route to or from or at the site of athletic events/contests, competitions or practices is NOT permitted.
- The purchase or consumption of alcohol for or with 41Six athletes is strictly prohibited.
- I will follow the 41SIX Volleyball Discipline and Complaints policy should I feel these codes are not being upheld.

Violations of the Code of Conduct may be subject to suspensions or removal from the 41SIX Volleyball Teams or Programs.

TBV Player / Parent Handbook Change Log

April 8, 2023	• Addition Rowen’s Law • Addition Investigation Policy • Addition to Code of Conduct: Section 2, Theft & Stealing • Addition “Rule of Two” • Addition Digital Form for Player, Parent and Coach Code of Conduct
July 9, 2025	Reformatted, with date changes