**STARLINGS VOLLEYBALL – DIVERSITY GUIDELINES - 2020**

**An inclusive program that respects everyone ...**

We are so happy that YOU are a part of the Starlings family, and we want you to know that we value you.

Starlings is a national program that provides the unique opportunity to make friends with those who may not look like you or have the same background/experiences.

In addition to KINDNESS, the Starlings Program also values CURIOSITY and EMPATHY.

We encourage you to get to know each other.

**The world is a diverse place, and so is Starlings ...**

We celebrate diversity, equity and inclusion

**Diversity**: If you make the team, we don’t care where you’re from or what your background is. You are one of us in the Starlings Family.

**Equity**: We value the unique qualities that each player brings to Starlings. All players will have opportunities to earn their way onto the court. There are no favorites.

**Inclusion**: No cliques. No one is left out. If you see someone by herself, go sit by her, or rally with her. It’s OK not to be best friends with everyone, but your teammates are your Starlings sisters.

**Team awareness and self awareness ...**

Awareness is understanding the impact of your words or actions on others and then adjusting your thinking/beliefs when necessary. All of us make mistakes. When you make a mistake, apologize and move on.

1. Think before you speak.
2. Listen to others.
3. Fight the impulse to judge someone before you know them.

We are striving for a positive environment inside and outside the gym.

**Behaviors we encourage ...**

* Demonstrating kindnessand courtesy to teammates, coaches, directors, parents and referees.
* Being open to learning about volleyball and each other.
* Working hard with determination.
* Supporting teammates when they’re having a bad day or after they make a mistake.
* Cheering for a teammate on and off the court. Parents cheering positively for all Starlings players and being respectful to all opponents and referees.
* Making sure that no Starling sits alone in practice or at a tournament.
* Getting to know each other.
* Listening to each other.
* Communicating honestly with love**.**

**THE BOTTOM LINE
Use the Golden Rule: Treat others the way you’d like to be treated.**

**Unacceptable behaviors ...**

* Offensive/disrespectful jokes.
* Racial slurs or name-calling.
* Intimidation and bullying.
* Mockery/making fun of physical appearance.
* Isolating a team member.
* Cyber-bullying.
* Derogatory comments.
* Severe and consistent negative interactions.
* Sexual harassment.

**What is Sexual harassment?**

* Unwelcome sexual advances.
* Picking on/ridiculing someone’s body or body part(s).
* Requests for sexual favors.
* Verbal or physical harassment in a sexual way.
* Inappropriate jokes of a sexual nature.

If you have questions or concerns about this topic, please talk to your coach or program director.

**We take our positive environment seriously, so be advised ...**

**Players:** If coaches/directors become aware of negative behavior by players, the coach will schedule a meeting with the player. If the negative behavior continues, the next meeting will be with you and your parent(s)/guardian(s). If there are subsequent behavioral infractions, you may be separated from the team for a period of time. Finally, you may be dismissed from the team. (ask Lucy about this--handbook?)

**Parents:** If parents repeatedly display negative behaviors, the coach will meet with them. If the behavior persists, the parents, coach and director will meet. Once again, if the behavior continues the parent may be separated from team. (Lucy?)

**Coaches:** If a coach exhibits this behavior, she/he will meet with the director. If the behavior persists, the coach and the director will meet with a Starlings Executive Board Member. If the behavior continues, the coach may be separated from team.