



Trainers Regulations

Version: 6th of July 2024



Article I. Definitions

This regulation uses the following definitions:

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| a. Harambee | Volleyball association Harambee |
| b. Nevobo | Nederlandse Volleybal Bond (Dutch Volleyball Association) |
| c. Board | The board of Harambee |
| d. Technical committee | The technical committee of Harambee |
| e. Internal regulations | Internal regulations of Harambee |
| f. Training activities | Providing volleyball practice of behalf of Harambee |
| g. Indoor training activities | Training activities for the benefit of those who extended their Harambee membership with of receiving volleyball training in the hall (in accordance with paragraph 1.3.a of the Internal regulations) |
| h. Beach training activities | Training activities for the benefit of those who extended their Harambee membership with of receiving volleyball training on the beach fields (in accordance with paragraph 1.3.d of the Internal regulations) |
| i. Indoor contribution | The total of supplements to the contribution that a member has to pay when he extends his Harambee membership with one or more of: a. receiving volleyball training in the hall (training member), b. taking part in the contests organised by Nevobo and using the competition uniforms, provided by Harambee (Nevobo), c. participating in the mixed competitions organised by Harambee (Mix), in accordance with paragraphs 1.3a – 1.3.c of the internal regulations. |
| j. Beach contribution | The total of supplements to the contribution that a member has to pay when he extends his Harambee membership with one or more of a. receiving volleyball training on the beach fields, b. participating in the beach competition organised by Harambee, in accordance with paragraphs 1.3d – 1.3.e of the internal regulations. |
| k. Coaching activities | Coaching a volleyball team on behalf of Harambee |
| l. Association year | A volleyball year from 1 st of August until 31 st of |



- e. Develop and upload specified number of exercises and/or articles for the Harambee Trainers Wiki. The numbers and topics have to be decided on in consultation with the board or technical committee.
 - f. Any other activity that is classified as a free activity by the board. VT3 trainers are free to propose any such activities to the board.
- 2.5 The board should provide all VT3 trainers in category a or b to comply with the conditions as defined in 2.2. The board shall lower the requirements for the concerned association year if this is not feasible. The board shall inform the VT3 trainers in writing, on the understanding that recognition by e-mail suffices.
 - 2.6 It is up to the board to decide whether a specific free activity will take place.
 - 2.7 The division which VT3 trainer will fulfil which free activities is made by the technical committee in consultation with all VT3 trainers in category a and b and the board.
 - 2.8 The board can, in consultation with a VT3 trainer, decide to exempt an individual VT3 trainer from (a part) of the obligations as defined in paragraph 2.2. The board shall inform the VT3 trainer about this decision in writing, on the understanding that information by e-mail suffices.

Article III. Categorization of Trainer Compensation

- 3.1 All student trainers that perform trainers activities within Harambee trainers on regular basis qualify for a compensation for student trainers.
- 3.2 All VT3 trainers that meet the criteria as stated in article II qualify for a compensation for VT3 trainers.
- 3.3 Trainers that perform trainers or coaching activities only incidentally within Harambee, qualify for a compensation for incidental trainers. The compensation for incidental trainers only applies on the day that a trainings or coaching activity if performed.

Article IV. Compensations from Harambee

- 4.1 The compensation for student trainers consists of the following:
 - a. Reimbursement of the basic membership fee.
 - b. In case the trainer performs training activities indoors: remission the indoor contribution.
 - c. In case the trainer performs training activities beach: remission of the beach contribution.
 - d. The possibility to get coffee and tea free of charge in the sports canteen.
 - e. Trainers wear to make a trainer recognisable as such within Harambee, at the discretion of the board and the technical committee.
- 4.2 The compensation for VT3 trainers consist of the following:

- a. All fees received by student trainers as stated in article 4.1.
 - b. The costs of the VT3 course and the associated Test of Aptitude.
 - c. The membership fee of the Nederlandse Vereniging van Volleybal Oefenmeesters (NVVO, i.e. the "Dutch Association of Volleyball Practice Masters").
 - d. The cost for the education required for license renewal and the cost for the VT3 license renewal itself.
- 4.3 Compensation for occasional trainers consist of the following:
- a. The possibility to get coffee and tea free of charge in the sports canteen.
- 4.4 A trainer may use the compensation granted to him during the association year.
- 4.5 If the board considers that a trainer fails to comply with the terms of these regulations or prematurely terminates his training or coaching activities, the board may reclaim all or part of the compensation received by the trainer in that association year.
- 4.6 As an exception to 2.7, the fee mentioned in 4.2.b may also be reclaimed outside the association year in which it was received. This can be done for the following reasons:
- a. The trainer has not yet obtained and no longer intends to obtain his VT3 license.
 - b. The trainer has not yet obtained his VT3 license and the board considers it unlikely that the trainer will still obtain it. The board notifies the trainer of this in writing. The trainer then has 4 more months to obtain the VT3 license. If this is not met, the fee can be reclaimed.
 - c. After obtaining his VT3 license, the trainer has performed less than 4 competition halves of work for Harambee as a VT3 trainer and no longer meets the conditions as stated in 2.2. For each competition half that a VT3 trainer does not complete, 25% of the original fee may be recovered.

Article V. Compensations from the Student Union

- 5.1 The Student Union (SU) may provide a compensation for trainers as well. The SU can set her own requirements for trainers to receive this compensation.
- 5.2 The Board can decide to prefund the compensation from the SU to the trainer if it is expected that the trainer will meet the requirements for receiving compensation from the SU.
- 5.3 If the trainer inadvertently does not meet the requirements for receiving compensation from the SU, the board can request the trainer to return all or part of the prefunding of this compensation.

Article VI. Final Provisions

- 6.1 Every trainer is obliged to comply with these regulations.
- 6.2 Every trainer is obliged to comply with the code of conduct.
- 6.3 All terms used in these regulations that refer to male persons also refer to female persons and vice versa.



- 6.4 In the event of a dispute about the application or interpretation of these regulations, the trainer and the board will try to resolve this among themselves in all fairness and reasonableness. Should a mutually recognized solution not be found, then one of the parties involved can submit this dispute to the general assembly of Harambee.
- 6.5 All articles in these regulations shall apply subject to the provisions of the statutes and the Internal Regulations of Harambee.
- 6.6 The last amendment to these regulations was approved at the general assembly on 6th of June 2024.