



## **Locker Rooms Policy**

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### **SAYHA's Locker Room Policy**

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is central to SAYHA's goals. SAYHA adheres to USA Hockey's Safe Sport Program as a means to help protect its participants from physical abuse, sexual abuse and other types of misconduct, including emotional abuse, bullying, threats, harassment and hazing. To help prevent abuse or misconduct from occurring in our locker rooms, SAYHA has adopted the following locker room policy. This policy is designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms.

At Eagles Ice Arena, there are nine (9) locker rooms available for our program's use. Each of the locker rooms has its own restroom and shower area. Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms, rest rooms and shower facilities will vary from location to location. SAYHA team organizers will attempt to provide information on the locker room facilities in advance of games away from our home arena. At arenas for which you are unfamiliar, parents should plan to have extra time and some flexibility in making arrangements for their child to dress, undress and shower if desired.

### **Locker Room Supervision**

SAYHA has predictable and limited use of locker rooms and changing areas generally 15-30 minutes before and following practices and games, which is monitored by a SafeSport volunteer. This allows for direct and regular monitoring of locker room areas.

It is the policy of SAYHA and USA Hockey that each team must have at least one responsible screened and trained adult (which may include coaches, managers or other volunteers) present at all times and monitoring the locker room during all team events to assure that only Participants (coaches and players), approved team personnel and family members are permitted in the locker room and to supervise the conduct in the locker room. While it is not always possible, two locker room monitors are preferable.

Preferred locker room monitoring includes having locker room monitors inside the locker room while Participants are in the locker room; at a minimum, locker room monitors must be in the immediate vicinity outside the locker room who also regularly and frequently enter the locker room to monitor activity inside. SAYHA will work with our teams and coaches to adequately ensure that locker room monitors are in place at all appropriate times.

Further, Adult Participants must also secure the locker room appropriately during times when Minor Athletes are on the ice. If a Minor Athlete goes to a locker room during practice or a game, and does not return in a timely fashion, then an Adult Participant (or if possible two) should check on the Minor Athlete's whereabouts.

SAYHA follows a graduated monitoring system. For teams 14U and older one (1) monitor is required to monitor from no further than an arm's length away from the locker room door. For



teams 10U-12U, two (2) locker room monitors are required to monitor from inside the locker room or in a way that allows all interactions to be observable and interruptible. For teams 8U and under, parents will be permitted in locker rooms to assist their player with getting on and off before and after games or practices.

Except for players 8U and under, we discourage parents from entering locker rooms unless it is truly necessary. If a player needs assistance with his or her uniform or gear, if the player is or may be injured, or a player's disability warrants assistance, then we ask that parents let the coach know beforehand that he or she will be helping the player.

Naturally, with our youngest age groups it is necessary for parents to assist the players getting dressed. We encourage parents to teach their players as young as possible how to get dressed so that players will learn as early as possible how to get dressed independently. In circumstances where parents are permitted in the locker room, coaches are permitted to ask that the parents leave for a short time before the game and for a short time after the game so that the coaches may address the players. As players get older, the coach may, in his or her discretion, prohibit parents from a locker room.

### **Locker Room Use and Rules**

All interactions between an Adult Participant and a Minor Athlete within any locker rooms or changing areas must adhere to the One-On-One Interactions Policy, provided that exceptions apply (i) for teammates that meet the Close-in-Age exception, (ii) when a Dual Relationship exists, (iii) when a Minor Athlete needs an Adult Personal Care Assistant, or (iv) in the case of emergency. Minor Athletes that are teammates with an Adult Participant that is more than four years older than the Minor Athlete, may share a locker room, but must not be alone in the locker room unless the interaction is Observable and Interruptible.

Notwithstanding the above, Adult Participants may shower with Minor Athlete(s) only if they are teammates and the Close-in-Age exception applies. If a parent/guardian requests that their Minor Athlete not change and/or shower with an Adult Participant during In-Program Contact, that request must be adhered to by SAYHA. Additionally, a private or semi-private area (such as a bathroom stall or separate bathroom) must be available for Minor Athletes to change clothes or undress. At SAYHA, that location is available in the lobby restroom.

Cell phones and other mobile devices with recording capabilities, which includes voice recording, still cameras and video cameras, increase the risk for some forms of abuse or misconduct. As a result, the use of a device with recording capabilities in the locker rooms, changing areas, or similar spaces is prohibited.

Notwithstanding the foregoing, exceptions may be made for media and championship celebrations, provided that such exceptions are approved by SAYHA, parent/guardian consent is obtained for all involved Minor Athletes, two or more Adult Participants are present, and where all persons in the locker room are fully clothed (and have been advised that photographs or recordings are being taken).



Coaches sometimes may need to use the team locker room to get dressed before or after practices. Coaches must always have at least a base layer of clothing at all times while changing, or must use a private area to change into acceptable clothing. An Adult Participant (other than for teammates to whom the Close-in-Age exception applies) shall not intentionally or recklessly expose his or her breasts, buttocks, groin, or genitals to a Minor Athlete.

Any Adult Personal Care Assistant helping a Minor Athlete in the locker room must have the parent's written consent and have met the requirements of the SafeSport Training and Background Check policies.

### **Co-Ed Locker Rooms**

As a team sport in which youth teams can often include players of different genders, special circumstances may exist that can increase the chance of abuse or misconduct. If the team consists of players of different genders, the privacy rights of all players must be given consideration and appropriate arrangements made. It is not acceptable under USA Hockey's Sexual Misconduct Policy for persons to be observing the opposite gender while they dress or undress. SAYHA requires all players with co-ed teammates arrive to games and practices in minimum attire, which can be described as wearing their hockey base layers or shorts and t-shirts (in good condition - no holes or tears in clothing) under their street clothes. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender has the opportunity to see players of the opposite gender in a state of dress/undress. If a player is not wearing the required minimum attire, that player can be directed to a restroom or private area to change into his/her minimum attire before entering the locker room. For the purposes of this policy, sports bras and/or underwear are not considered base layers.