



Revised January 2019

Dressing Room Policy

1. Parents in Dressing Rooms

i. Learn-To-Skate and Tyke Divisions

Parents are permitted in the dressing room to assist their child in getting their hockey gear on and off. Unless otherwise unavoidable, siblings of participating players should not be in the dressing room.

ii. Novice and Atom Divisions

Parents are permitted in the dressing room to assist their child in getting their hockey gear on. Unless otherwise unavoidable, siblings of participating players should not be in the dressing room. Once the child is dressed in their hockey gear, parents are required to leave the dressing room. Immediately after the game, parents are not permitted in the dressing rooms to ensure that the coaching staff has the opportunity to have a team discussion with all players. Once the coaches are finished the team discussion, parents will be invited by the coaching staff to enter the dressing room to assist their child in removing their hockey gear. Atom-aged players should be encouraged to start dressing and undressing themselves.

iii. Pee Wee and Bantam Divisions

Parents are not permitted in the dressing rooms. The following instances are the exceptions:

- A medical emergency where the parents' presence may be essential to the wellbeing of their child; or
- An invitation is extended by the coaching staff.

2. Two Adults Present

When any player under the age of 18 is in the team dressing room before, during and after a game or practice with adult coaching staff (or adult parents depending on division) it is the adult's responsibility to ensure there is a second adult present in the dressing room at all times when players are present. The only exception is when it is a single player and the adult is their parent or legal guardian, which would be a situation where that player is either first to arrive or last to leave.



3. Co-Ed Dressing Rooms

Co-ed dressing room situations exist at the Learn-to-Skate, Tyke and Novice divisions when players either arrive in full equipment or wear, at minimum, gym shorts or long underwear as well as a t-shirt; all of which must be in good condition and without holes or tears. Atom, Pee Wee, and Bantam divisions will have separate dressing rooms for males and females.

Both Genders shall congregate in one dressing room, fully prepared to participate in the game/practice when requested by the coaching staff.

4. Portable Electronic Devices

Portable electronic devices with recording capabilities, including voice recording, still cameras and video cameras are not permitted to be used in the dressing rooms. If phones or other mobile devices must be used, they must be taken outside of the dressing room. Cell phones must be put away at all times in dressing rooms or left with a parent. Stanley Stick Hockey Association (SSHA) is not responsible for loss or damage to any electronic devices brought to the arena.

5. Keys

1. Coaches should obtain dressing room keys and lock the dressing rooms when not in use.
2. SSHA is not responsible for loss or damage to any personal items left in the dressing room unattended.

6. Inclusive Dressing Room Policy

With the support of the City of Guelph, Stanley Stick Hockey Association (“SSHA”) will proactively work to ensure that all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing barriers that prohibit the inclusive participation of any and all players.

Responsibilities include ensuring:

1. All players will have access to dressing room facilities that most appropriately meet their individual needs, which may or may not include accommodations with respect to gender identity and gender expression;



2. All requests for dressing room accommodations will be taken seriously and will be assessed on an individual and confidential basis in order to address the specific needs and requirements of all players;
3. SSHA will work collaboratively with and advocate for players to identify the most appropriate access to dressing rooms, including any interim and accommodation solutions, so as to reflect both individual players' needs and the potential structural limitations of facilities;
4. This policy is written in accordance with Ontario's *Human Rights Code* (1990) (the *Code*), which prohibits the discrimination of all people on a number of protected grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, and disability;

All players have the right to:

1. Be a respected and equal registered participant of SSHA;
2. Have access to a safe changing area;
3. Have safe, inclusive, and equitable procedures that proactively anticipate and remove barriers to participation;
4. Define and express their gender identity without fear of discrimination, harassment, or penalization within SSHA;
5. Request the use of, and be referred to by, their self-identified name(s) and pronouns within all documentation and by SSHA;
6. Utilize a dressing room or agreed upon changing area that meets their individual needs, including their gender identity and gender expression;
7. Have all personal information kept confidential and disclosed only at the player's request and/or with the player's consent and parents of all minors;
8. Be protected from discrimination and reprisal in response to a request to access dressing rooms based on gender identity and gender expression or a related accommodation request.

Reporting an Infraction:

Coaches, Referees, Conveners, Board of Directors and Executive of the SSHA must report any infractions. Players and parents are encouraged to report any infractions. Infractions are to be reported to the Convener immediately, who will then notify the SSHA President and Vice-President. Complaints must be in writing and signed. Anonymous complaints may be accepted at the sole discretion of the President. Guelph Police, as well as the Family and Children's Services of Guelph and Wellington County, will be notified as appropriate.



Sanctions

SSHA may apply the following disciplinary sanctions:

- a) Verbal or written reprimand
- b) Suspension or expulsion from SSHA

Infractions that result in discipline will be recorded and records will be maintained by SSHA.

Note: Guidelines from The Ontario Hockey Federation, Hockey Eastern Ontario, and Kitimat Minor Hockey (in BC) were used to create the SSHA Dressing Room Policy.