



USA Hockey Locker Room Policy

USA Hockey (USAH) requires that all local programs publish their locker room policies to the parents of all Minor Participants that are specific to the Facilities they regularly use.

The local program's policies shall include the program's

- a. practices for supervising and monitoring locker rooms and changing areas;
- b. permission or lack of permission for parents to be in the locker rooms;
- c. prohibited conduct, including at all forms of abuse and misconduct prohibited by USAH;
- d. specific policies regarding the use of mobile electronic devices and phones and prohibiting the use of a device's recording capabilities.

For each team, the coach and/or team administrators shall be responsible for compliance with the locker room supervision requirements of this Policy. A coach and/or team administrator that fails to take appropriate steps to ensure the Locker Room Policy is adhered to, and any USA Hockey Participant or parent of a Minor Athlete who otherwise violates this Policy is subject to appropriate disciplinary action; moreover, an Affiliate may impose fines or other sanctions against any Member Program whose teams do not comply with this Locker Room Policy.

Puget Sound Amateur Icesports Association'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 Puget Sound Amateur Icesports Association goals. Puget Sound Amateur Icesports Association adheres to USA Hockey's Safe Sport Program 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, Puget Sound Amateur Icesports Association 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 Tacoma Twin Rinks there are 8 locker rooms available for our program's use. Each of the locker rooms shares a restroom and shower area with one or more locker rooms. At Sprinker Recreation Center there are 2 locker rooms available for our programs use. The showers and restrooms are in separate parts of the facility. 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. Puget Sound Amateur Icesports Association 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

Puget Sound Amateur Icesports Association has predictable and limited use of locker rooms and changing areas generally 45-60 minutes before and following practices and games. This allows for direct and regular monitoring of

locker room areas.

It is the policy of Puget Sound Amateur Icesports Association 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. Puget Sound Amateur Icesports Association 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.

Except for players at the younger age groups, 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 Puget Sound Amateur Icesports Association. 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 Puget Sound Amateur Icesports Association, that location is available in the family 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 Puget Sound Amateur Icesports Association 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 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. Depending on the facility our teams are using, the following is a list of approved locker procedures. Our teams can choose to use one of the following options and the Head Coach and Manager is responsible for communicating with the team how Co-Ed locker rooms will be managed.

Minimum Attire. Have a minimum attire policy if sharing one locker room. All players should be required to arrive at the rink 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.

Separate Locker Rooms. A second option is for the program to have players of different genders change/dress in separate, supervised locker rooms. Then approximately ten (10) to fifteen (15) minutes before each game/practice everyone is to be ready in gear in one designated locker room so the coach can address the entire team. If a player is not fully dressed by the time the coach arrives, then that player must go to a separate locker room or bathroom to finish dressing. The onus is on the players being properly dressed when the coaches actually begin preparing the team for the practice or game.

Alternate Use of One Locker Room. Another option is the alternate use of a single locker room. Players of one gender dress in the locker room while players of the opposite gender wait outside. When the one group is ready (this may mean dressed in gear but not skates and helmets), then the players switch places and the players in gear wait for players of opposite gender to get dressed. No coaching is to be done until all the players are together in the locker room. Taking turns is a means of reasonable accommodation; neither gender group should be favored, nor should one group be the group who always has to wait to change.

Where possible, when players of different genders are together in the locker room, there should be at least two adults in the locker room that have completed SafeSport Training and been properly screened in compliance with USA Hockey Screening Policy. USA Hockey would consider it acceptable to have one locker room monitor immediately outside the locker room and regularly checking in on the locker room, but two locker room monitors is always preferable. If there are two monitors, then they can monitor from inside the locker room