

Ice Dogs 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 the organization's goals. The Ice Dogs adheres to USA Hockey's SafeSport 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, the organization 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 Hatfield Ice there are eight locker rooms available for our program's use. Each of the locker rooms has a shared restroom and shower area. There is also a separate women's locker room with a private restroom and shower area. Teams within our program will also travel to play games at other arenas, and those locker rooms, restrooms and shower facilities may vary from location to location. Ice Dogs team managers/monitors will provide information on the locker room facilities in advance of games away from Hatfield Ice. 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. To eliminate confusion on behalf of the co-ed ice teams, and staying in line with the policies of USA Hockey's SafeSport Program and the Ice Dogs, team Coaches and Managers shall enforce the following locker room policies:

Practices at Hatfield Ice:

All male players are to dress and prepare for practice in the teams designated locker room. All female players are to dress in the women's locker room. All players are to meet on the ice for practice, on time.

Practices at Hockey Heaven:

All male players are to dress and prepare for practice in the designated locker room. All female players are to dress in the women's restroom. All players are to meet on the ice for practice, on time.

Game Day Home:

- Players will dress in their respective locker rooms. Males will dress in the teams designated locker room; females will dress in women's locker room. Co-mingling, in either designated locker room, while players are dressing is prohibited.
- All players (fully dressed) will meet fifteen (15) minutes or at a time as directed by the coach prior to game time in the teams designated locker room for pre-game preparation.
- Team takes the ice as one unit.
- Upon conclusion of the game, the entire team will re-enter the teams designated locker room for the post game debriefing. No undressing will occur at this time. At the conclusion of the debriefing, female players will excuse themselves to the women's locker room to change.

Game Day Away:

- Players will dress in their respective locker rooms. Males will dress in the teams designated locker room; females will dress in women's locker room or alternate location (depending on facilities available at each arena). Co-mingling, in either designated locker room, while players are dressing is prohibited.
- All players (fully dressed) will meet fifteen (15) minutes or at a time as directed by the coach prior to game time in the teams designated locker room for pre-game preparation.

- Team takes the ice as one unit.
- Upon conclusion of the game, the entire team will re-enter the team's designated locker room for the post game debriefing. No undressing will occur at this time. At the conclusion of the debriefing, female players will excuse themselves to the women's locker room (or other alternate location).

Mite and Squirt Co-ed Teams

Since Mite and Squirt players still occasionally need help from their parents, the coaches of these teams will decide before the season starts, after consultation with the parents, whether or not to institute a co-ed locker room for all practices, tournaments, and games. If a co-ed locker is agreed upon the following policy must be instituted, in compliance with USA Hockey's Co-ed Locker Room Policy:

- 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 on 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 enters the locker room without the base layer on, he/she must go into a bathroom to put the undergarments on. The locker room monitors for the team will enforce this rule.
- There will be at least 2 person(s) monitoring the co-ed locker room at all times. Each person will be of the same gender as the players being monitored (i.e., both male and female monitors for a co-ed locker room). USA Hockey considers it acceptable to have the locker room monitors immediately outside the locker room and regularly checking in on the locker room. The two monitors also have the option of monitoring from inside the locker room.
- If at any time, a parent or player feels uncomfortable with the co-ed locker room, they may inform the coach, managers, or monitors so that equitable alternate arrangements can be made.

Locker Room Monitoring

The Ice Dogs teams have predictable and limited use of locker rooms and changing areas (e.g., generally 30-45 minutes before and following practices and games). This allows for direct and regular monitoring of locker room areas. While constant monitoring inside of locker rooms and changing areas might be the most effective way to prevent problems, we understand that this would likely make some players uncomfortable and may even place our staff at risk for unwarranted suspicion. We conduct a sweep of the locker rooms and changing areas before players arrive, and if the coaches are not inside the locker rooms, either a coach or voluntary locker room monitors (each of which has been screened) will be posted directly outside of the locker rooms and changing areas during periods of use, and leave the doors open only when adequate privacy is still possible, so that only participants (coaches and players), approved team personnel and family members are permitted in the locker room. Team personnel will also secure the locker room appropriately during times when the team is on the ice.

Parents in Locker Rooms

Except for players at the younger age groups [i.e., Mites and Squirts], 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.

Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, are not permitted to be used in the locker rooms. If phones or other mobile devices must be used, they should be taken outside of the locker room. It is at the discretion of the Head Coach as to whether or not the Locker Room Monitor/Team Manager collects phones before entering the locker room.

Prohibited Conduct and Reporting

The Ice Dogs prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook. Participants, employees or volunteers in the Ice Dogs may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. Please report within 24 hours any suspected or actual violations to a member of the Ice Dogs Executive Board. In addition, you may also email USA Hockey at SafeSport@usahockey.org or may call 1-800-888-4656 Reports to report any actual or suspected violations.

