



## **Policy**

October 16, 2019

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Box 676  
Calmar, AB T0C 0V0

### **1. Introduction**

CMHA will publish their locker room policies to the parents of all minor hockey participants.

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants are central to CMHA's goals.

CMHA adheres to Hockey Canada's SafeSport 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, CMHA 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 Mike Karbonik Arena there are five of 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. Teams in our program will regularly travel to play games at other arenas, those locker rooms, restrooms and shower facilities will vary from location to location.

CMHA 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 planning for their child to dress, undress, and shower if desired.

### **2. Locker Room Monitoring**

CMHA has predictable and limited use of locker rooms and changing areas 30 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.

Designated person will conduct a sweep of the locker rooms and changing areas before players arrive. If the coaches are not inside the locker rooms, either a coach or voluntary locker room monitor will be posted directly outside during periods of use. Leaving 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.

### **3. Parents in Locker Rooms**

Except for players at the younger age groups, we discourage parents from entering locker rooms unless it is essential. If a player needs assistance with his or her uniform or gear, if the



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player is or may be injured, or a player's disability warrants assistance, then we require the parents let the coach know beforehand that he or she will be helping the player.

Naturally, with our younger age groups, parents must assist the players in 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 allowed 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.

#### **4. Mixed Gender Teams**

Some of our teams consist of both male and female players. It is essential that the privacy rights of all our players are given consideration and appropriate arrangements made.

Where possible, CMHA will endeavour to have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting, should the players choose to use separate locker rooms.

Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms to undress and shower, if available.

If separate locker rooms are not available, then the players will take turns using the locker room to change. We understand that these arrangements may require that players arrive earlier or leave later to dress but believe that this is the most reasonable way to accommodate and respect all of our players.

#### **5. 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 may be permissible to have team manager collect phones. If music devices are used, a device that does not have recording capability should be utilized.

#### **6. Prohibited Conduct and Reporting**

CMHA prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the Hockey Canada Respect in Sports Handbook.

Participants, employees, or volunteers in CMHA 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 Hockey Canada Respect in Sports program.