



HUDSON HOCKEY ASSOCIATION LOCKER ROOM POLICY

The safety and protection of our participants is central to Hudson Hockey Association's (HHA) goals. Hudson Hockey Association 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, Hudson Hockey 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 Hudson Sports and Civic Center there are ten locker rooms available for our program's use. All locker room restrooms and shower areas are to not to be used and should remain locked during youth events. 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. Hudson Hockey Association's team organizers will attempt to provide information on the locker room facilities in advance of games away from our home arena (if necessary). 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 MONITORING

Hudson Hockey Association has limited use of locker rooms and changing areas (e.g., generally a maximum of 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 and/or volunteers 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) must be in the locker rooms and changing areas during all 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. The locker room monitor is a mandatory and required role for all teams within the Hudson Hockey Association.

PARENTS IN LOCKER ROOMS

Parents of travel aged players are NOT allowed to be in the locker rooms unless it is truly necessary (player injury, disability, etc.) and requires coach permission. 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 (development levels) 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.

CO-ED LOCKER ROOM POLICY

The Co-ed Locker Room policy attempts to balance the social integration and camaraderie of a team sport while providing a safe and respectful environment for all of our participants.

Below are some other options for compliance with USA Hockey's Co-ed Locker Room Policy:

- 1) 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.
- 2) A second option is for the program to have boys and girls 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 (whether boy or girl) 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.
- 3) 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, 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 full gear. 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.

Please note that with Co-ed programs, it is important that the person(s) monitoring the locker room is of the same gender as the players being monitored. USA Hockey would consider it acceptable to have one (1) locker room monitor immediately outside the locker room and regularly checking in on the locker room. If there are two (2) monitors then they can monitor from inside the locker room. Having only one person inside a locker room can expose that person to allegations, so a second person can help protect one another from allegations.

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. Some teams may elect to have a team manager or locker room monitor collect player phones.

PROHIBITED CONDUCT AND REPORTING

Hudson Hockey Association prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook. HHA prohibits alcohol and tobacco use in the locker rooms during all youth events. Participants, employees or volunteers in Hudson Hockey Association 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. Reports of any actual or suspected violation will result in the Association being fined \$500 and disciplinary action taken against the coach. To report any actual or suspected violations, you may email USA Hockey at SafeSport@usahockey.org or may call 1-866-200-0796.

Any violation of the above policy will result in a meeting with the HHA Disciplinary Committee, coaching staff and applicable parties involved. The HHA Disciplinary Committee will partner with WAHA and USA Hockey as needed to help remedy the situation which could include player/member suspension or expulsion.