



USA Hockey requires that all local programs publish their locker room policies to the parents of all minor participants. 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 least all forms of abuse and misconduct prohibited by USA Hockey; and (d) specific policies regarding the use of mobile electronic devices and phones and prohibiting the use of a device's recording capabilities.

Chaska Chanhassen Hockey Association's (CCHA) 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 CCHA goals. CCHA 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.

Youth players are particularly vulnerable in locker rooms, changing areas, and restrooms due to various stages of dress/undress and because they are less supervised than at many other times. Athlete-to-athlete problems, such as sexual abuse and bullying, harassment, and hazing, often occur when coaches and/or volunteers are not in a position to observe – this is especially true in locker rooms. Adherence to CCHA's locker room policy enhances privacy and reduces the likelihood of misconduct. Proper supervision of the locker room areas also helps ensure that players who may have suffered an injury during a game or practice have an adult present to confer with regarding such injury. This policy is designed to maintain personal privacy, improve player safety, as well as to reduce the risk of misconduct in locker rooms. This Locker Room Policy applies to all facilities where CCHA players participates.

Locker Room Monitoring

CCHA has 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.

It is the policy of the CCHA that teams have at least one responsible adult present and directly monitoring the locker room during all team events to ensure 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. These individuals will be called “Locker Room Monitors.”

Locker Room Monitors:

- Are the responsible adults who monitor and supervise the locker room.
- Shall have been screened in compliance with Section III of the USA Hockey SafeSport Program Handbook.
- Must monitor the locker room environment at all times while participants are present and ensure the locker room is appropriately secured when minor participants are on the ice. This includes after events and must monitor the locker room until the last player exits the locker room.
- Shall be of the same gender as the team they are monitoring. If a team is co-ed, team monitoring of both genders will be required.
- A responsible adult must be present during any individual meetings with a minor participant and a coach in a locker room.
- CCHA teams or CCHA Board may prohibit parents from the locker room. However, in doing so, the team shall ensure that properly screened individuals monitor and supervise the locker room as required above.
- With travel teams (Squirt/10U and above), it is required that teams implement Locker Room Monitors.
- The Locker Room Monitor is NOT to engage in a coaching capacity, but is allowed to be in the locker rooms during team meetings, so long as coach approves of inclusion and follows restrictions in place about preventing individual meetings with minor participants.

With Mite/8U/6U-aged players, it is appropriate to allow parents to assist the player with getting equipment on and off before and after games or practices, and they should be allowed to do so.

Scheduling of Locker Room Monitors:

If the Head Coach prefers to delegate the assignment of Locker Room Monitors to the Team Manager, the coach is allowed to do so. Unless the Head Coach, or CCHA Board of Directors, determines otherwise, all families are expected to fulfill an equitable number of Locker Room Monitor shifts throughout the season.

The method used for scheduling shifts should be determined collaboratively by the Coach and Team Manager. Examples of acceptable scheduling methods include, but are not limited to:

- Online sign-up tools (e.g., SignUpGenius)
- Weekly assignment of responsibilities by the Team Manager
- A rotating schedule created by the coaching staff and Team Manager together

The key requirement is that every event (practice, scrimmage, game) has properly screened and trained Locker Room Monitors in place.

Parents in Locker Rooms

Except for players at the younger age groups (Rookie Mites, Mites, Girls 8U and Girls 6U), we discourage parents from entering locker rooms unless it is truly necessary. Parents of different gender than the players are prohibited from being in the locker rooms while players are getting dressed or undressed at Squirt/10U and above. 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 work with the coach beforehand to accommodate 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.

Mixed Gender Teams

As a team sport in which youth teams can often include both male and female players, special circumstances may exist that can increase the chance of abuse or misconduct. If a team consists of male and female players, both female and male privacy rights must be considered, and appropriate arrangements must be made. It is not acceptable for players, coaches, locker room monitors, or any other CCHA member to be observing the opposite gender while they dress or undress. When male and female players are together in the locker room for pre/post game meetings, at least two adults should be present who have been screened in compliance with Section III of the USA Hockey SafeSport Program Handbook

Where possible, CCHA will 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. Once the game or practice is finished, the players may come to one locker room for a team meeting, but no player may begin undressing until the opposite gender has proceeded to their separate dressing room. Coaches are prohibited from discussing hockey in the locker room unless both genders are present.

If separate locker rooms are not available, then the players will take turns using the locker room to change. The genders will rotate between which gender changes or waits first. 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. 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.

Cell Phones and Other Mobile Recording Devices

CCHA prohibits cell phones and other mobile devices with recording capabilities, including voice recorders, still cameras, and video cameras, from being used in locker rooms without specific approval from the team's locker room monitor and/or coach. With regards to taking photos or videos, approval will only be granted when all persons in the locker room are appropriately dressed and advised that photographs or recordings are being taken.

Prohibited Conduct and Reporting

CCHA 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 CCHA 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 violations, you may email USA Hockey at SafeSport@usahockey.org or may call 1-800-888-4656.

Compliance and Disciplinary Action

CCHA's Volunteer Policy requires all travel level (Squirt/10U and above) teams to participate in team volunteer activities which are in addition to the Volunteer Hours required. These include supporting district games and scrimmages by running game clocks, game sheet, penalty boxes, and providing Locker Room Monitors. **All Locker Room Monitors are required to register as a Team Volunteer through CCHA Team Volunteer registration, provide a USA Hockey Number, and complete required SafeSport training**

and screenings in compliance with Section III of the USA Hockey SafeSport Program Handbook.

The Head Coach of each team will decide if Locker Room Monitors are required and how to fairly distribute the requirement for their teams, so long as in compliance with this policy. The Head Coach and Assistant Coaches can serve as Locker Room Monitors provided they meet criteria outlined in this policy.

The CCHA Board of Directors reserves the right to excuse any individual from serving as a Locker Room Monitor, at their sole discretion. Any decision excusing individuals will be communicated directly with the Head Coach.

Failure to comply with this Locker Room Policy, including completion of SafeSport Training and Background Screening requirements, will result in disciplinary action including, but not limited to, forfeiture of Volunteer Checks and/or disciplinary hearings with the level commissioner and/or CCHA Board of Directors with penalties up to and including parent and/or player suspension, refusal of membership with CCHA pursuant to Article 6 of the Minnesota Hockey Bylaws, and/or designation of being in bad standing with CCHA for the next season.