



Approved by: AAHA Board of Directors on 2/18/2025

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Due for next review on or before: 2/18/2028

Purpose - Appleton Area Hockey Association (AAHA) adheres to USA Hockey's SafeSport Program as a means to help protect our 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, AAHA 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. This policy is applicable for any locker room environment – at home or when traveling.

Male/Female Locker Rooms – to avoid any situational discomfort related to mixed-gender dressing, it is mandatory that males will get dressed in the males' locker rooms and females will get dressed in the females' locker rooms. For those teams consisting of both males and females, see the section of this policy on mixed gender teams.

Cell Phones - cell phones and other mobile devices with recording capabilities, including, but not limited to, voice recording, still cameras and video cameras, are not permitted to be used in locker rooms. If phones or other mobile devices must be used, they must be taken outside of the locker room.

Locker Room Monitors: Most ice facilities have limited use of locker rooms and changing area for teams. This limit in time allows for direct monitoring of locker room areas. Only participants (coaches and players), approved team personnel, and family members (when appropriate) are permitted in the locker room.

It is the policy of USA Hockey that all USA Hockey Member Programs have at least one responsible, screened adult present and monitoring the locker room when players are present. Approved screened adults have submitted a USA Hockey background check and has completed SafeSport training. In the case of single-gender teams, locker room monitors must be of the same gender as the players, and coaches of the opposite gender will not enter a locker room until each player reaches an acceptable minimum level of dress. AAHA encourages teams to have two locker room monitors 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.

No team or player shall be allowed to enter a locker room prior to a scheduled event until a locker room monitor is present in the locker room and such monitor shall remain in the locker room until the last player leaves the locker room. The exception to this would be if there are two or more coaches in the locker room giving pre- or post-game talks. At no time should there be only one adult in the locker room with a player unless it is that adult's child. If there is a situation in which only one player is left changing and the adult is not their parent/guardian, the adult can choose to wait outside the locker room for the player to finish and open the door periodically to check on the player or they can choose to ask the



second-to-last player to wait for the final player to finish and they can then leave the locker room together.

When a player is ejected from a game, there must be at least two adults consisting either of locker room monitors or coaches in the locker room with the suspended player. If there is a break and players go to the locker room without coaches, a locker room monitor must be inside the locker room.

- Monitoring includes the prevention of bullying, threats, or harassment by teammates or other persons in the locker room.
 - Bullying involves an intentional, persistent or repeated pattern of committing physical and non-physical behaviors that are intended to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate another person.
 - It is a violation of this policy as well as the USA Hockey SafeSport Policy should bullying behavior occur but the responsible adult takes no action to intervene on behalf of the targeted individual(s).

Any concerns or incidents related to bullying or hazing behavior should be immediately reported first to a member of the coaching staff and second (if not resolved) to the AAHA conduct committee.

Parents in Locker Rooms - Except for players at the mite level, parents are discouraged 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 if 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 mite skaters it is necessary for parents to assist the players getting dressed. In the case of mite skaters, we ask the players to adhere to the policy of our co-ed teams where players should arrive at the rink in hockey base layers or shorts/leggings/t-shirt under their street clothes. AAHA encourages parents to teach their players as young 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 and after the game or practice 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 - Some of our teams consist of both male and female players. It is important that the privacy rights of all of our players are given consideration and appropriate arrangements made. Where possible, AAHA will have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the practice, game, or team meeting. 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.

- The coach should instruct the players where they will meet and when.
- Players from the locker room not utilized for the meeting will wait outside the door of the appropriate locker room for their meeting.
- The coach will let the players in once all players are dressed.



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

Prohibited Conduct and Reporting - AAHA 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 AAHA may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse that violates the USA Hockey SafeSport Policies. Reports of any actual or suspected violations should be directed to the AAHA Conduct Committee immediately. All reports will be documented and filed.