



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 our mission and goals. The Kenosha Komets 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, the Kenosha Komets will leverage Locker Room Monitors (LRM) and have adopted the following locker room policy.

At the rink there are a number of locker rooms available for our program's use. 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.

LOCKER ROOM MONITORING

The Kenosha Komets have predictable and limited use of locker rooms and changing areas. This allows for direct and regular monitoring of locker room areas.

- 1) LRMs must arrive early enough to open the locker room for the players. This may mean arrival an hour prior to practice/game time. Please confirm with your Coach what time they want players to arrive at and then be there before them.
- 2) Participants are not allowed to enter the locker rooms unless the Coach or an approved LRM is present in the locker room.
- 3) For gender-specific teams (such as all-girls teams), the locker room monitors will be of the same gender.
- 4) A coach and LRM will stay directly inside of the locker rooms during periods of use, 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.
- 5) Monitors must strictly enforce USA Hockey's ban on the use of all cell phones, cameras, or any recording-capable devices inside the locker room. *Violation of this rule can result in the player losing their privileges and will result in the player having to dress before arriving at the rink.*
- 6) The Komets have lockable cell phone lockers directly outside of each locker room to secure phones and a cell phone locker key is on the ring with the locker room key.
- 7) LRMs will secure the locker room appropriately during times when the team is on the ice.
- 8) LRMs will ensure the locker room is clean and empty before returning the key to rink staff.

LOCKER ROOM DYNAMICS

USA Hockey enforces a uniform locker room monitoring policy across all minor age levels. Rather than altering requirements by specific age brackets, the mandate applies universally to any team event where minor athletes are present. However, specific operational exceptions (such as parental access) naturally vary in practice between the youngest and oldest age groups.

- 1) 6U-8U: Parents are permitted in the locker room to assist our youngest Komets with tying skates

and putting on heavy protective gear. *The LRM's role is to primarily ensure a chaotic environment remains safe and respectful.*

- 2) 10U-12U: Parents are discouraged from the locker room to foster player independence. If a player needs assistance with their 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 they will be assisting a player. *The LRM's role is to ensure player focus is on getting ready and to prevent roughhousing or bullying.*
- 3) 14U-18U: Absolute restriction on parent entry. *The LRM's role has emphasis on monitoring to prevent hazing, locker boxing, or illicit cell phone use.*

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 in the locker rooms. If phones or other mobile devices must be used, they should be outside of the locker room.

PROHIBITED CONDUCT AND REPORTING

The Kenosha Komets prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, all as described in the USA Hockey SafeSport Handbook.

VIOLATIONS

All participants, employees, and/or volunteers may be subject to disciplinary action for any 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.

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, the Kenosha Komets 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 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.