

Cambridge Isanti Hockey Association (CIHA) 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 CIHA's goals. CIHA 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, CIHA has adopted the following locker room policy. This policy is designed to ensure the physical, psychological and digital safety of all participants while fostering an environment of dignity and respect, maintain personal privacy as well as to reduce the risk of misconduct in locker rooms.

At the Isanti County Area David C. Johnson Civic Arena, there are multiple locker rooms available for CIHA's use. Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms, restrooms, and facilities will vary from location to location. CIHA 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 making arrangements for their child to dress and undress, if desired.

Locker Room Monitoring Standards

CIHA has predictable and limited use of locker rooms and changing areas (30 minutes before any team event and following practices and games). This allows for direct and regular monitoring of locker room areas. If the coaches or voluntary locker room monitors are not inside the locker rooms, **NO PLAYERS ARE ALLOWED IN THE LOCKER ROOM**. Either a coach or voluntary locker room monitors (each of whom has been screened & has received approval from the CIHA Registrar) will be posted directly **inside** of the locker rooms and changing areas during periods of use, and leave the doors open only when adequate privacy is still possible, so that only participants (coaches and players), and approved team personnel are permitted in the locker room. At least one responsible, screened, and trained adult monitor must be present during all team events. While one is required, two are always preferred. Preferred monitoring is inside the room, if not inside, must be within arm's length of the door to hear the activities and conduct frequent internal checks. The rule of two applies: All one-on-one interactions between an adult and a minor must be observable and interruptible. Individual meetings require the presence of a second screened adult.

Parents in Locker Rooms

Except for players at the youngest age groups (Mites/8U ONLY), parents are not allowed to enter 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 a player's disability warrants assistance, then we ask that parents let the coach know beforehand that they will be helping the player, and work with the coach to designate alternate plans. 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.

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, CIHA will have male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting. Due to a number of possible reasons, arriving to any facility dressed in a base layer is highly encouraged for all teams. Base layers are a **requirement** for all mixed gender teams (including coaches), on skills nights of any kind, and during any other event when an opportunity of mixed locker rooms can occur. Bare skin from t-shirt and shorts are accepted but players in the above scenarios are not allowed to go down to undergarments. Once the game or practice is finished, the players may come to one locker room for a team meeting and then proceed to separate locker rooms to undress and shower, if available.

Prohibition of Cell Phones and Other Mobile Recording Devices

To protect the privacy of all athletes and staff, the use of cell phones, smartphones and other mobile devices with recording capabilities, including voice recording, still cameras, and video cameras, is strictly prohibited inside the locker rooms and adjacent rooms/restrooms at all times. This rule includes all Mite/8U teams, players, parents, and volunteers. If phones or other mobile devices must be used, they should be taken outside of these areas.

Device Storage: All mobile communication devices must be stored in bags or a common designated area before entering the locker room.

Recording Misconduct: Videotaping or photographing any person is a severe violation of this policy and may result in immediate disciplinary and legal action.

Privacy and Image Based Abuse: This facility maintains **zero-tolerance** policy regarding the unauthorized capture or distribution of images:

1. Nonconsensual imagery: The creation, possession, or distribution of any private, intimate, or sexually explicit images of another person is strictly prohibited.
2. Synthetic Media and Deepfakes: using artificial intelligence to create “deepfakes” - digitally altered images that depict others in sexually suggestive or embarrassing situations is strictly forbidden.
3. Harassment: using technology to embarrass, humiliate, or intimidate others in the locker room environment is considered cyberbullying and will be treated as a major infraction.
4. Social Media Responsibility: Members are prohibited from posting any recordings or photos captured inside locker rooms to social media.

Prohibited Conduct and Reporting

CIHA 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 CIHA 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. This includes being subject to the CIHA Parent and/or Player Code of Conduct. Participants are expected to model integrity and respect while in the hockey facility.

Player Participation Requirement

No player will be allowed to practice, play, or participate in any other team activities until the acknowledgment form is signed by both the player and at least one parent/guardian, and returned to CIHA.

Cambridge Isanti Hockey Association (CIHA) Locker Room Policy Acknowledgment Form

By signing this form, I acknowledge that I have read and understand the CIHA Locker Room Policy. I understand that the policy is available on the CIHA website, and I agree to comply with the guidelines set forth in the policy.

I understand that failure to adhere to the CIHA Locker Room Policy, including any infractions, will result in violations of the player and/or parent code of conduct. Potential consequences for violations may include, but are not limited to:

- Sitting out for a portion of a game
- Loss of locker room privileges
- Suspension from team activities

I understand that these rules are in place to ensure a safe and respectful environment for all participants.

Please sign below to acknowledge your understanding and agreement to follow the CIHA Locker Room Policy.

Player's Name (Print): _____

Player's Signature: _____ Date: _____

Parent/Guardian #1 Name (Print): _____

Parent/Guardian #1 Signature: _____ Date: _____

Parent/Guardian #2 Name (Print): _____

Parent/Guardian #2 Signature: _____ Date: _____