



Houston Junior Aeros Hockey Association, Inc.

Locker Room Policy

In addition to our players' skill development and enjoyment of the sport of hockey, the safety and protection of our participants is central to the goals of the **Houston Junior Aeros Hockey Association, Inc.** (the "Junior Aeros"). The Junior Aeros encourages adherence to USA Hockey's SafeSport Program as a means to help protect the Junior Aeros's 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 Junior Aeros 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.

Locker Room Monitoring

The Junior Aeros have predictable and limited use of locker rooms and changing areas (e.g., generally 45-60 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 at risk for unwarranted suspicion.

Coaches or team managers 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 background screened) (the "team personnel") will, as directed by the Junior Aeros Board, from time to time, be posted directly outside or inside of the locker rooms and changing areas during periods of use. Doors shall be left 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.

Parents in Locker Rooms

Except for players at the younger age groups, Squirt and possibly Pee Wee, we discourage parents 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 youngest age groups, it is necessary for parents to assist the players while getting dressed. We encourage parents to teach their players early on how to get dressed so that players will learn that independence. In circumstances where parents are permitted in the locker room, coaches may 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

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 be made. Where possible, the Junior Aeros 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.

Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, which includes voice recording, still cameras, and video cameras, increase the risk for some forms of abuse or misconduct. As a result, **the use of a mobile device's recording capabilities in the locker rooms is not permitted at any USA Hockey sanctioned event**, provided that it may be acceptable to take photographs or recordings in a locker room in such unique circumstances as a victory celebration, team party, etc., where all persons in the locker room are appropriately dressed and have been advised that photographs or recordings are being taken.

Prohibited Conduct and Reporting

The Junior Aeros prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment, and hazing, all as described in the USA Hockey SafeSport Handbook and USAH SafeSport Program. Participants, employees, or volunteers of the Junior Aeros may be subject to disciplinary action for violation of these Locker Room Policy or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies.

Reports of any actual or suspected infractions or violations of this Policy may be reported to the **Junior Aeros SafeSport Representative** as set forth on the Junior Aeros's website or to **USA Hockey at SafeSport@usahockey.org or 1-800-888-4656.**