

## NGHA Dressing Room Policy

### Statement of Purpose

The NGHA is committed to providing a safe, respectful, and fully inclusive environment for players, parents/guardians, staff and volunteers and works proactively to ensure all dressing room spaces and procedures are safe, inclusive and equitable by anticipating and removing all barriers to participation.

The team dressing room is a social, learning and private environment for NGHA teams and players. It is the NGHA's position that the dressing room is a restricted area for the use and privacy of players and that it is the team staff's responsibility to ensure the safety, security, inclusiveness, equitability and privacy of the dressing room for all players.

As such, the NGHA supports and adopts the OWHA's Dressing Room Supervision Policy to provide a safe and comfortable dressing room environment with proper supervision for the player and team officials. In addition, the NGHA is committed to ensuring that all players have access to dressing room facilities that most appropriately meet their individual needs, which may or may not include accommodations with respect to gender identity and gender expression. In particular, trans players will be provided with safe environments, free from discrimination, harassment and violence related to gender identity and gender expression.

The NGHA Dressing Room policy establishes the guidelines that must be followed at all times by all team staff, players and parents regarding access to the dressing rooms of the NGHA teams at the Novice level and above before, during and after games, practices or team events. The primary purpose of this policy is to ensure the privacy of all players and to provide a safe and inclusive environment in the dressing room.

### Males in the Dressing Room

Novice: Any parent or guardian is permitted in the dressing room until 10 minutes prior to the scheduled ice time, at which time only team staff are allowed in, as detailed below.

For Atom and older age groups: No males (including dads and brothers) are permitted in the dressing room until ten minutes prior to the scheduled ice time or time as specified by the Head Coach, at which time only team staff are allowed in, as detailed below. Up until this time, supervision in the dressing room is the responsibility of the designated Den Moms (see below). Any skate tying assistance shall be provided outside the dressing room or by the Den Moms.

### Supervision in the Dressing Room – Den Moms

For Atom to Bantam: Dressing rooms must be supervised at all times when players are expected to be in them, including before, during and after a game or practice. A minimum of two (2) and maximum of four (4) adult females ("Den Moms") are required to supervise a dressing room until such time as the team staff are permitted in the dressing room before the scheduled ice time or until the last players have left

the dressing room. An approved list of Den Moms who have valid Police record checks and Speakout/Respect in Sport will be kept by the Manager or Designated Den Mom Coordinator.

For Midget up to the player age of 19: The use of Den Moms is at the discretion of the Head Coach. However, when any player is in the team dressing room before, during or after a game or practice, a minimum of two of the following shall be present in the dressing room or immediately outside the dressing room(s) with the door ajar: two team or NGHA officials, properly screened or one such official and an adult person, 18 years or older, associated with the team. It is recommended that at least one of the individuals supervising a dressing room be female.

To safeguard the interests of both players and team staff, under no circumstances should a player and team staff be alone in a dressing room without a third party such as a parent, guardian or other team official being present. For Novice to Bantam, one of the adults present must be female. For Midget and above, it is strongly encouraged that one of the adults present be female.

It is the responsibility of the Den Moms to ensure that the dressing room is left in a neat and tidy condition after use.

No locked doors except when the team is on the ice.

**Team Staff  
in the  
Dressing  
Room**

Up to 10 minutes before and after ice time or as specified by the Head Coach, on confirmation by the Den Moms that the girls are dressed, the Team Staff are permitted in the Dressing Room to brief players on the expectations for the ice time and to debrief afterwards. Parents and other non team staff are not permitted in the dressing room at this time unless authorized by the Head Coach. For Novice to Bantam, there **must** be an adult female present at all times and no changing is to occur during this time. For Midget and above, it is strongly encouraged that one of the adults present be female. To ensure that all players are equal and valued members of a team, the team officials should only engage in pre-and post ice times when all players participating that day are present, unless players have arrived late.

**Players'  
Responsibilities**

All players should be in the dressing room at least 30 minutes prior to the scheduled ice time or as specified by the Head Coach (e.g. one hour prior to games, 30 mins. prior to practice) to ensure they are dressed and ready to go for pre-ice instructions with the team staff.

Players who arrive late (during pre-ice discussion) will be required to wait until the team staff has finished their pre-ice discussion before getting dressed. After their ice time, players should not remove any equipment other than gloves and helmets until the team staff has had an opportunity for a quick post-ice time debrief.

**Cameras, Cell Phones other Electronic Devices** For the safety and protection of its players, the use of any electronic device to send, receive or record a message or images (including text messaging) within the dressing room is strictly prohibited. Any players, parents, den moms or team staff that have an electronic device with them, shall keep the electronics device stored while in the dressing room. Additional restrictions regarding electronic devices in the dressing room can be imposed by the Head Coach.

**Accommodation Requests** A player has the right to utilize the dressing room or appropriate and equivalent changing area that the player considers to be most safe, inclusive, and reflective of their gender identity and gender expression, and transition status. This is the case regardless of the player's age, legal name, sex/assigned sex, or gender markers on identification documents.

If a player requires additional support to meet their individual needs over and above proactive efforts to remove barriers to inclusive participation, the player has the right to seek accommodations from the NGHA. The NGHA, once receiving the accommodation request in writing, either directly from the player or from the player's parent(s)/ guardian(s), is required to meet and work collaboratively with a player to find an appropriate or equivalent option. This may include utilizing a pre-existing dressing room or an appropriate and equivalent changing area if required to utilize a facility with a limited number of dressing rooms. Players must be allowed and enabled to have parent(s)/ guardian(s) support them when discussing access to gender appropriate dressing rooms; however, the involvement of a parent/ guardian may not be appropriate and is not always required. All requests to the NGHA must be taken seriously and acted on in a timely manner.

As each player is different, the NGHA must assess and manage all accommodation requests on an individual basis. The NGHA must provide safe and confidential opportunities to meet with any player(s) who wants to discuss their individual needs and potential accommodations. Disclosure of private information, including to parent(s)/ guardian(s), can only take place upon the player's request and/or with the player's consent.

**Complaints** The NGHA must ensure that dressing rooms and appropriate and equivalent changing areas are safe, inclusive and equitable environments for all players. In particular, trans players must be provided with safe environments, free from discrimination, harassment and violence relating to gender identity and gender expression.

For any complaints arising in relation to this policy, contact your convenor or any Board member.

*Policy updated on: November 21, 2017*