



## **Dressing room policy**

Calgary Sledge Hockey firmly believes all participants (athletes, officials, coaches, team staff, etc.) have a right to access safe, inclusive, and equitable dressing spaces. Calgary Sledge Hockey believes in balancing the safety, privacy, modesty and wishes of our participants without compromising the aspects of camaraderie, social integration and bonding inherent in a team sport. This Policy attempts to meet these goals while providing a safe and respectful environment for participants. SCOPE The Dressing Room Policy applies to Calgary Sledge Hockey and all its teams. DEFINITIONS • “Dressing rooms” – officially designated spaces for changing in and out of gear. Mostly, these are men’s and women’s, multi-stall spaces and occasionally can be all-gender, multi-stall spaces. • “Dressing environments” – spaces beyond dressing rooms (in close proximity to them) that can be temporarily repurposed to provide a space for a small number of participants to change in and out of their gear (e.g., official’s room, multi-purpose room, meeting rooms, single-unit washrooms). • “Policy” – means this Dressing Room Policy. • “Base Layer” - any clothing that covers the ‘genital/private’ area including underwear, shorts, shirt etc. PROCEDURE MINIMUM ATTIRE RULE – with timelines To provide choice, promote inclusion and to respect the privacy of all participants on a team, Calgary Sledge Hockey requires all participants to wear ‘minimum attire’ in the dressing room 30 minutes before and 15 minutes after the scheduled ice time. (A base layer is any clothing that covers the ‘genital/private’ areas including underwear, shorts, shirt etc.). An athlete not arriving at the rink wearing a base layer can use an appropriate space (restroom, empty dressing room) to change into the base layer and then enter the team dressing room with the other athletes. The following conditions will apply in all team environments: 1. Players on single gender identity &/or gender expression teams a. Players are permitted to change without restrictions in the ‘team’ dressing room up until 30 minutes prior to the scheduled ice time. b.

30 minutes prior to the scheduled ice time all players must be in a base layer. (A base layer is any clothing that covers the 'genital/private' areas including underwear, shorts, shirt etc.). c. Players not comfortable with changing in an open dressing room environment can arrive 30 minutes or less prior to the ice time in their base layer or can change into their base layer in an appropriate private space, before entering the team dressing room. d. At the conclusion of the ice time, all players will congregate in the 'team' dressing room for the 'Team Talk'. After the team talk, players cannot change to below their base layer for 15 minutes.

2. Players on multi-gender identity &/or gender expression teams

a. The more represented gender is permitted to change without restrictions in the 'team' dressing room up until 30 minutes prior to the scheduled ice time.

b. 30 minutes prior to the scheduled ice time all players must be in a base layer (A base layer is any clothing that covers the 'genital/private' areas including underwear, shorts, shirt etc.).

Policy & Procedures:


3 c. The lesser represented gender is required to change in an alternate room if available up to a minimum of their 'base layer' and then they are permitted to enter the 'team' dressing 30 minutes prior to the scheduled ice time.

d. Players of either gender not comfortable with changing in an open dressing room environment can arrive 30 minutes or less prior to the ice time in their base layer or can change into their base layer in an appropriate private space, before entering the team dressing room.

e. At the conclusion of the ice time, all players will congregate in the 'team' dressing room for the 'Team Talk'. After the team talk players of the 'lesser represented gender' will have 15 minutes to vacate the 'team dressing' room. Players are not permitted to change to below their base layer during this time.

Use of Showers Use of showers is a choice and not a requirement within Calgary Sledge Hockey. Players are permitted to use the showers no earlier than 15 minutes post-game. When separate dressing rooms do not have access to showers, showering shall be done in shifts. Team officials will assign times for each gender to use the shower facility.

Gender Identity &/or Gender Expression All athletes have the right to utilize a dressing room or appropriate and equivalent dressing area, based on their gender identity and/or gender expression, that meets their individual needs. If required, it is the responsibility of the Athlete (and/or the family) to request a dressing room 'Accommodation' from their team or member organization. When an 'Accommodation' is requested, the athlete agrees to work cooperatively with their member organization to locate appropriate and equivalent dressing areas when faced with facility limitations. To best promote inclusion on a hockey team and to respect the privacy of all athletes on a team Calgary Sledge Hockey requires that all athletes wear a 'base layer' at specific times prior to and post scheduled ice times. Players not comfortable changing into their 'base layer' within the designated times should arrive at the rink in their base layer or be prepared to change into their base layer in an appropriate space, before entering the 'team'



dressings room. Policy & Procedures: 4 Dressing Room Supervision Team officials are responsible for the safety and welfare of their players at all times during any sanctioned event, this includes while players are changing in the dressing rooms both prior to, and after all on ice activities. It is the responsibility of all coaches and team staff to instruct players regarding this Policy and ensure that players are complying with it. Rule of Two To best ensure safety for all participants, all minor hockey programs sanctioned by Calgary Sledge Hockey are required to implement the 'Rule of Two' for all dressing rooms. The 'Rule of Two' requires two trained and screened adults to be present in the dressing room or immediately outside the dressing room with the door propped open to monitor the environment and ensure it is free of any discrimination, harassment, bullying, or other forms of maltreatment. Prohibition on Violent Activities in Dressing Rooms To ensure the safety of all participants in the dressing room, no type of violent conduct of any kind (including locker room boxing) bullying, or hazing is permitted. It is the responsibility of coaches and team staff to ensure that no such violent behavior is taking place in dressing rooms or dressing environments. Should anyone experience maltreatment in violation of this section of the Policy, a complaint may be submitted to Calgary Sledge Hockey's Independent Third Party. Prohibition on Recording in Dressing Rooms or Dressing Environments To respect the privacy of participants, no videos, still photos, or voice recordings of any kind may be taken using any device with recording capabilities in a dressing room or dressing environment. Cell phones are only permitted to be used in a dressing room or dressing environment for the purposes of controlling music played in those spaces. Team Talks Calgary Sledge Hockey stresses the importance that all participants are treated as valued members of a team. Therefore, coaches and team staff should only engage in pre and post-game talks when all athletes are present in the dressing room

