

Athens Hockey's Locker Room Policy

Athens Hockey adheres to USA Hockey's SafeSport Program to help protect participants from physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing. Inadequate locker room supervision presents an opportunity for such misconduct, as well as for reckless behavior that can result in injury. Athens Hockey's Locker Room Policy is based on USA Hockey requirements and model policy. Its goals are to reduce the risk of abuse or misconduct or injury in locker rooms, to maintain reasonable personal privacy, and to provide for equitable treatment for girls and boys.

Parents are recommended to complete USA Hockey's free online SafeSport training. They can register as volunteers with USA Hockey at no charge to access the training and provide their USA Hockey member number to the Athens Hockey Registrar for verification.

Parents / guardians of Athens Hockey rostered players are members of Athens Hockey and as such are responsible for providing Locker Room Monitors and additional adult assistants for events in which their team participates. A "Locker Room Monitor" is a screened and trained adult other than the team's head coach who monitors locker rooms for a specified team or teams according to this policy. A Locker Room Monitor must:

- Be a current individual member of USA Hockey and provide their member registration number to the Athens Hockey Registrar, and
- Have a current passing result from the background screening process approved by MidAm Hockey, and
- Have current certification by USA Hockey of completion of SafeSport training.

If a team does not have a Locker Room Monitor on duty for an event, home or away, then each minor player must be accompanied in the locker room by a parent / guardian or by an adult with written permission from the parent / guardian to supervise the player.

Bird Arena has 4 locker rooms used by multiple programs, including programs with adult participants. The locker rooms vary in the availability and privacy of restroom and shower facilities, and most are connected to a second locker room. The "locker room" for women / girls is the women's restroom. Given these facility constraints, it is important that players and parents be responsible for and respectful of privacy, equity, and safety. Locker room facilities at other rinks differ, but a commitment to responsibility and respect should ensure that Athens Hockey policy is adaptable to other rinks.

Locker Room Access

- Rink staff typically assign locker rooms for events, typically to teams for games and to age divisions for other events.
- Players can expect access to a locker room for 30-45 minutes before their event to put on gear and meet with coaches, and for 30-45 minutes after their event to meet with coaches and take off gear. Outside of these times and purposes, players at the rink should be in public areas, not in locker rooms.
- Locker room access for Athens Hockey events is limited to registered players assigned to that locker room and their parents / guardians, registered coaches, Locker Room Monitors, and rink staff. No adult should be in the locker room alone with an unrelated

minor. Player siblings must be with a parent / guardian or specifically authorized by a registered coach.

- Players should only use the locker room assigned to them. Players participating in multiple events on a day should move their belongings as the assigned locker room changes. This avoids persons of disparate ages sharing locker room facilities.
- At 6U, 8U, and 10U, family members often help players dress in the locker room. Athens Hockey encourages players to learn to dress independently and to be responsible for their own gear. Beyond 10U, a player who needs assistance should typically come out of the locker room for it due to limited space.
- At 10U and older, for 15 minutes before and up to 15 minutes after games, only rostered players and rostered coaches should be in the locker room. Rostered coaches will monitor the locker room during these times. A rostered coach may invite a Locker Room Monitor or parent / guardian to avoid being alone with minors.
- If a minor player goes to a locker room during practice or a game and does not return in a timely fashion, then an adult (preferably two) should check on the player's whereabouts.

Minimum Attire

- Players must wear at least "minimum attire" (a hockey base layer or shorts and a shirt) in the locker room. They may arrive at the rink in minimum attire or change in a restroom stall. Minimum attire allows girls and boys to participate equitably in team activities and allows appropriate locker room access for parents, coaches, and locker room monitors.
- At 14U and older, many players shower after events, so minimum attire is required until team meetings finish after the event, after which girls and boys should use separate facilities. Players should avoid being undressed outside the shower area.

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 to be used in the locker rooms.

Locker Room Monitoring

While constant monitoring inside of locker rooms and changing areas might prevent problems, this would likely make players uncomfortable and may place monitors at risk for unwarranted suspicion. At the same time, the knowledge that a monitor is present and might enter at any time both encourages acceptable behavior and discourages unsafe or inappropriate behavior.

- No later than October 30 each season, each team must identify at least two Locker Room Monitors from different families who will cooperate to cover each event in which the team participates. Before October 30, registered coaches may act as Locker Room Monitors if they choose.
- Coaches serve as Locker Room Monitors during the restricted "rostered players and rostered coaches only" periods immediately before and after games, and during any team meetings in the locker room that they call. *Coaches are not otherwise expected to personally monitor the locker room.*
- The Locker Room Monitor should prevent access to the locker room by unauthorized persons while the team is using it, encourage positive behavior and discourage misconduct or recklessness by maintaining an obvious presence, and be immediately

available to intervene or call help in an urgent situation. Preferably, a second Athens Hockey adult should accompany the Locker Room Monitor in their duties

- “Monitor the locker room” means being either inside the locker room with the players, or immediately outside the door, where you can hear the activity within.
- Arrive 45 minutes prior to the event, verify that the locker room is vacant and safe before admitting players, and monitor the locker room until it clears for the start of the event.
- Secure the locker room if possible during the event.
- Verify that the locker room is vacant and safe before admitting players after the event, then monitor the locker room for at least 30 minutes after the event, unless all players have departed.
- If monitoring from outside, communicate with players inside periodically, and occasionally enter the locker room, so that your presence is obvious.
- The locker room door may be left open without compromising privacy because minimum attire is required for players. (The exception is for 14U and older after an event when players may shower, if the room layout could allow passers-by to see a player undressed.)
- Report persistent or serious locker room misconduct to the head coach or the Athens Hockey executive board, and report violations of SafeSport policies to SafeSport@usahockey.org or 1-800-888-4656. Call parents or security / police if in your judgement player safety is immediately at risk.

Prohibited Conduct and Reporting

Athens Hockey prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, as described in the USA Hockey SafeSport Handbook. Other prohibited conduct is described in the Athens Hockey Handbook (Code of Conduct) and in the USA Hockey Annual Guide (Code of Conduct, Zero Tolerance, SafeSport, Alcohol and Drug Abuse). Players, members, coaches, employees, and volunteers of Athens Hockey may be subject to disciplinary or administrative action for violation of Athens Hockey policies or USA Hockey SafeSport policies. Administrative actions by Athens Hockey in response to violations of the Athens Hockey Locker Room Policy could include but are not limited to prohibiting specific individuals from locker rooms, locking locker rooms to prevent player access without proper monitoring, or dissolving a team for which the affiliated adult members do not provide the required supervision and support. Reports of misconduct or violations of Athens Hockey’s Locker Room Policy may be made to any member of the Athens Hockey executive board. Reports of any actual or suspected SafeSport violations, you may email USA Hockey at SafeSport@usahockey.org or may call 1-800-888-4656.