



DRESSING ROOM POLICY

Classification:	OPERATIONS		
Policy Section/Contact:	Sport Safety	Approved By:	ELT
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PURPOSE

Hockey Canada firmly believes all participants (athletes, officials, coaches, team staff, etc.) have a right to access safe, inclusive, and equitable dressing spaces. In this regard, all participants have the right to utilize the dressing room or appropriate and equivalent dressing environment based on their gender identity, religious beliefs, body image concerns and/or other reasons related to their individual needs.

Hockey Canada 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.

This Policy represents a shift in philosophy from previous dressing room regulations. As will be further explained below, this new model is based upon creating safe, inclusive and equitable dressing room environments that are designated team spaces for everyone, while providing proper supervision.

SCOPE

The Dressing Room Policy applies to all minor hockey teams sanctioned by Hockey Canada and its Members.

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.

PROCEDURE

The Minimum Attire Rule

To best promote inclusion and to respect the privacy of all participants on a team, Hockey Canada requires all participants to wear ‘minimum attire’ at all times in a dressing room or in dressing environments where more than one participant is present. This means that participants should arrive at the rink wearing a base layer (e.g., shorts and t-shirt, compression shorts and shirt or sports bra). A participant not arriving at the rink wearing their base layer can use an appropriate private space (e.g., private restroom stalls or empty/unused dressing rooms) to change into the base layer and then enter the team dressing room with the other participants.



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It is the responsibility of all coaches and team staff to instruct players regarding the minimum attire rule and ensure that players are complying with this Policy.

Hockey Canada recognizes the physical limitations of some facilities and encourages associations to work creatively and proactively, using an athlete-focused, ethical, and values-based approach, with local facility management to ensure that appropriate and equivalent dressing environments are available to all participants who would prefer not to get dressed in the team dressing room.

Team Talks

Hockey Canada 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.

Use of Showers – Recommended Best Practice

As outlined in the purpose section, there are many reasons why athletes may require privacy (religious reasons, chronic conditions, body image, gender). The following guidance around the use of showers, is an additional step in creating environments within which athletes feel safe and secure. It is recommended that when showers are not private stalls, that these be used in a manner that respects the privacy of all participants. When in open concept showers, it is encouraged that all athletes wear certain “minimum attire” at all times, including swimwear. In order to facilitate this, participants could use a private restroom stall to change out of their base layer and into their swimwear prior to using the shower. Similarly, they could dress in a private restroom stall after they have completed their shower. Coaches and/or team staff should ensure they are able to supervise the dressing room while participants are showering, following ‘Rule of Two’ guidelines below.

Officials Dressing Rooms

Given that dressing room spaces for officials and officiating teams are often shared by officials of a wide variety of ages and genders and may be used by different sports at the same time, safety and privacy are of the utmost importance. To create a safe and welcoming environment for everyone who uses an officials dressing room space, the minimum attire rule and shower recommendations described should be applied.

Applicable Laws

Hockey Canada Members that have mediated human rights settlements within their Province/Territory with respect to specific dressing room parameters are exempted from this Policy within their jurisdictions, but solely to the extent required so that they may continue to adhere to such settlements.



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Rule of Two

To best ensure safety for all participants, all minor hockey programs sanctioned by Hockey Canada and its Members 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. The Rule of Two remains in place when showers are in use.

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 behaviour 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 Hockey Canada'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.

RELATED POLICIES & DOCUMENTS:

Hockey Canada Dressing Policy FAQ (Located on Hockey Canada Website)

Hockey Canada Dressing Room Implementation Guide (Located on Hockey Canada Website)

Hockey Canada Gender Expression / Identity Policy (Located on Hockey Canada Website)

Hockey Canada Gender Expression / Identity Policy FAQ (Located on Hockey Canada Website)

Hockey Canada Screening Policy (Located on Hockey Canada Website)

Hockey Canada Maltreatment Complaint Management Policy (Located on Hockey Canada Website)

Revision History

Date	Version #	Change
Sept. 12, 2023	2.1	Updated language regarding use of shower section from required to recommended.
June 19, 2023	2.0	Major revisions and updates
Mar. 29, 2021	1.1	Updated to new template and reflect new age categories.
Jan. 1, 2010	1.0	New



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IMPLEMENTATION

GUIDE



INTRODUCTION

The Hockey Canada Dressing Room Policy is a guiding document intended to provide the standards and guidelines necessary to ensure the safe, inclusive and equitable participation of all participants. This implementation guide, directed toward team officials, functions as a practical accompaniment to the Dressing Room Policy and should additionally be read with the Hockey Canada Gender Expression/Identity Policy. The implementation guide is divided into preparation and application steps to safety, equity and inclusivity.

RESPECT AND RESPONSIBILITIES

All participants of Hockey Canada member associations have the right to be respected and be equal participants in their member organization. Respecting the rights of athletes, staff and the parents/guardians of participants to inclusion and equal treatment (including the removal of any discriminatory requirement, factor or other barrier), may need no accommodation at all. However, if a participant has a human rights-related need (such as requesting separate changing facilities due to religious reasons or gender identity), then every attempt will be made to accommodate, limited only by undue hardship. Additional information on human rights, protected grounds, duty to accommodate and undue hardship can be found on the [Canadian Human Rights Commission website](https://www.humanrights.gc.ca/).

HOW TO ACCOMMODATE

A participant on a team may request accommodation assistance with respect to the dressing room for a number of reasons, including but not limited to:

- Gender identity
- Need for privacy
- Body image concerns
- Religious reasons
- A combination of any of these reasons

Knowing the reason(s) behind an accommodation request is not necessary for providing accommodations and respect. It is the choice of the participant as to whether or not they disclose the reasons for the accommodation request.

Preparation	Application
<p>Anticipate barriers to inclusion and equity and take actions to address them to the best of your ability, such as:</p> <ul style="list-style-type: none"> • Create or amend any team codes of conduct that includes information on the Hockey Canada Dressing Room Policy and the process required request an accommodation. • Inquire about empty dressing rooms available with the facilities manager before the season begins. • Inquire about appropriate and equivalent changing areas, such as meeting rooms, all-purpose rooms, officials' rooms, etc., before the season begins. <p>Raise Awareness about the Policy</p> <ul style="list-style-type: none"> • Speak with parents/guardians during a pre-season talk to discuss the Dressing Room Policy • Speak with all participants during the pre-season talk about the Dressing Room Policy when discussing respect and anti-bullying/hazing. • Communicate alternative options available and how to access them. 	<p>Responding to request for accommodation such as:</p> <ul style="list-style-type: none"> • Offer alternative options explored in preparatory steps. • Design an equitable dressing schedule, if necessary.

STEPS TO PREPARE

1. Increase awareness and understanding.

- a. In pre-season meetings, ensure participants and parents/guardians are aware of and understand the Dressing Room Policy. It is crucial that all team staff across the country take opportunities to affirm their commitment to dressing room safety, equity and inclusion.
 - I. *Discuss with participants and parents/guardians the Dressing Room Policy and the Rule of Two.*
 - II. *Discuss with participants and parents/guardians the Dressing Room Policy when discussing respect and anti-bullying/hazing.*

2. Provide information to participants and parents/guardians about how to request dressing room accommodation.

- a. Communicate in writing to all participants how to request dressing room accommodation; an example of a process is below:
 - I. Participant or their parent(s)/guardian(s) submitting the request on their behalf to provide a written request to their local hockey association (LHA)*
 - II. The individual(s) requesting dressing room accommodation are entitled to the following:*
 1. A confidential meeting, with date, time and space relayed in advance to discuss the accommodation request with an LHA representative.
 2. Bring a support person (parent/guardian or supportive adult) to the meeting.

3. LHAs should work with their local facilities each season to understand what alternative and equivalent dressing room options are available to be best prepared should an accommodation request come from their program or a visiting program.

STEPS TO APPLY

If a participant requests a dressing room accommodation regardless of the reason, some options, although not the only options, include:

1. Offering alternative and equivalent dressing room options.

- a. During the timeslot needed, inquire if an empty dressing room is available.
- b. If there is no empty dressing room, inquire about appropriate and equivalent dressing room areas that are available and take into consideration the distance to the ice surface. These may include:
 - I. Officials' rooms*
 - II. Meeting rooms*
 - III. Another team's currently unused dressing room*

2. Implementing an equitable dressing room schedule.

- a. An equitable dressing room schedule must ensure all participants have access to dressing rooms by designing a schedule with an order that reflects that all participants have access to using the dressing room space first and in a timely fashion in alternating manner.
- b. Team staff must ensure no pre- or post-game team activities occur in the dressing room without all participants of the team present.
- c. Examples of equitable dressing room schedules could reflect the schedules below:

	Pre-Game	Post-Game	Next Pre-Game	Next Post-Game
1st Shift	Shared/ Group	Individual/ Private	Individual / Private	Shared/ Group
2nd Shift	Individual/ Private	Shared/ Group	Shared/ Group	Individual / Private

	Pre-Game	Post-Game	Next Pre-Game	Next Post-Game
1st Shift	Girls'/Women' Shared	Boys' / Men Shared	Individual / Private	Girls'/Women' Shared
2nd Shift	Individual / Private	Girls'/ Women' Shared	Boys' / Men Shared	Individual/ Private
3rd Shift	Boys' / Men Shared	Individual / Private	Girls' / Women' Shared	Boys' / Men Shared

PROVIDING ACCOMMODATIONS

Hockey Canada recommends all organizations that become engaged in an accommodation process follow the below principles:

1. Ensure the participant who is requesting the accommodation is allowed to share their concerns and the need for the request.
2. Summarize what the participant discussed in reference to their accommodation request and ask for confirmation of the accuracy of what has been understood.
3. Confirm with the participant that an accommodation will allow them to feel safe and be able to participate fully.
4. Ensure the participant is engaged in brainstorming potential solutions.
5. Ensure the participant is comfortable with all potential solutions, and if not work with them to continue brainstorming additional solution options.
6. Set up a mutually agreeable time with the participant to present and brainstorm accommodation options.
7. Allow the participant to choose which option is most comfortable for them.
8. Allow the participant to decide which team official(s) may need to be notified of the decision, who will help secure changing spaces and the logistics of any accommodation.
9. Ensure the participant knows that if the accommodation needs adaptation or additional needs present that they can re-engage in the accommodation.

ADVOCACY

A participant may require their LHA or team official(s) to assist in advocating on their behalf to ensure an appropriate and equivalent accommodation request is implemented in a timely and confidential manner. Advocacy can take many forms, including but not limited to the following:

1. Speaking with facility management on the participant's behalf, respecting the confidentiality of the participant.
2. Speaking with a tournament or league organizer to discuss the availability of additional dressing room options and/or appropriate and equivalent changing spaces.
3. Upon the participant's request, disclose private information about the participant to authorized individuals approved by the participant and/or their parent/guardian, only when necessary.



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FREQUENTLY ASKED

QUESTIONS GUIDE



POLICY RATIONALE

1. Why is Hockey Canada updating its Dressing Room Policy?

- a. The Dressing Room Policy is focused on enhancing inclusion and safety for all participants on any team or officiating team across the country. Dressing rooms are designated team spaces for all team participants to use and interact in on a welcoming, equitable, inclusive and safe basis. In addition, in an effort to minimize occurrences of maltreatment, bullying, and harassment in the dressing room these spaces now come with minimum attire and supervision requirements, and a requirement to accommodate individuals if they require additional measures or supports.

RULE OF TWO & ENHANCING DRESSING ROOM SUPERVISION

2. What is the Rule of Two?

- a. The [Rule of Two](#) replaces the Two Deep principle. What this means is that all interactions with athletes need to be conducted in open, observable and justifiable environments, which applies to dressing rooms. More information on the Rule of Two is available in the Hockey Canada Screening Policy.

3. What are open, observable and justifiable environments?

- a. Sport environments that are open, observable and justifiable refer to those that occur that are normal to a sport environment (i.e. arena, workout facilities, dressing rooms, bench, ice surface) that allow individuals to view the environment and do not typically occur behind closed doors. The idea is that all interactions with athletes occur in a location that someone could interrupt if necessary.

4. How does the Rule of Two work within a dressing room environment?

- a. Fundamentally, the Rule of Two is designed for all communication and interaction to be conducted in an open, observable and justifiable environment. The dressing room by its design is not always open or observable, but the environment is justifiable in the sport context. To abide by the principles of the Rule of Two, interaction with participants can occur within the dressing room if two screened and trained team officials, volunteers or parents/guardians are present with the dressing room.

5. What is a trained and screened individual?

- a. [Trained and screened](#) is defined by the Coaching Association of Canada (CAC) as individuals who have completed ethics education (Respect in Sport or CAC Safe Sport Training) and have passed a thorough background check, which can include items like interviews, criminal record checks and reference checks.

6. Why should the Rule of Two be implemented?

- a. The Rule of Two is designed to provide greater protection to both athletes and team staff/coaches by never leaving two individuals where there is a [power imbalance](#) present alone.

7. Doesn't the Rule of Two require more work of our coaches, team officials and volunteers?

- a. This Rule of Two will potentially require an additional individual to be present in situations where they were previously not present. Although there is an increase in the number of individuals, it is imperative to have this second person to increase the safety of the environment, especially in situations where individuals may be vulnerable and environments where sensitivity is needed. In hockey – this means the dressing room.
- b. In situations where teams may be using multiple dressing rooms, dressing room supervision and the Rule of Two still applies. Teams should endeavour to have coverage for all dressing room spaces.

8. I am concerned that the Rule of Two is difficult to learn and implement, is there any education available on this subject?

- a. Yes, the Coaching Association of Canada (CAC) has developed a bilingual e-learning module that is free and takes approximately 15-20 minutes to complete. The link for the training module is [here](#). For coaches who need to collect Professional Development (PD) points to maintain their certification, the Rule of Two module awards one PD point for completion.

DRESSING ROOM MANAGEMENT

9. What are examples of what could be an appropriate alternative dressing room?

- a. Appropriate alternative dressing room arrangements will differ in every arena across Canada. These arrangements will be determined by the physical layout of different facilities.
- b. In the most ideal scenario – a changing area that is equidistant to the ice surface as the team dressing room, with a washroom and shower is the best option. However, this may not always be available, so other options may include an officials' room, meeting room or staff room.
- c. If your program requires an alternative dressing room, team officials or local hockey associations should be proactive in contacting facilities (once schedules are determined) they will play in to discuss what options are available and how to gain access to those spaces, should the need to use them arise.

10. The team I coach is multi-gendered, and the team uses one dressing room. What should I do if I have athletes who show up to the rink not wearing their base layer?

- a. If this situation occurs on a multi-gendered team, team officials should instruct the athlete to use the washroom or a private changing area to put their base layer on before joining the team to put on their remaining hockey equipment. A reminder of the base layer requirements should be sent to the parents/guardians.

- 11. The team I coach is multi-gendered, and the team uses one dressing room. We have an athlete that does not use a base layer under their equipment, how should I proceed?**
- In the event this occurs, team officials should instruct the athlete to put their equipment (including pelvic-area protective gear) in the private washroom stall within their dressing room (if one is available) before putting their remaining equipment on with the rest of the team. A reminder of the base layer requirements should be sent to the parents/guardians.
- 12. I coach a multi-gendered team and the athletes prefer to shower at the arena after practices and games, how can I create an equitable schedule for use of the showers?**
- Please refer to the Hockey Canada Dressing Room Policy Implementation Guide for examples of equitable dressing room schedules. An information sharing session with all parents/guardians and athletes surrounding this topic should be conducted pre-season to ensure all stakeholders are informed. This could be run by each team, or a local hockey association could hold this session for all its programs.
- 13. An athlete on my team is a transgender girl and wants to dress in the room that aligns with their gender identity. I have heard concerns from individuals around the team that there will be a “boy” in the girls’ dressing room and the girls will be “unsafe.” How do I address this?**
- Hockey Canada mandates that every participant has the right to use the dressing room that is most congruent with their gender identity, as per the Hockey Canada Gender Expression/Identity Policy, and by provincial human rights legislation and the duty to accommodate protected grounds.
 - Furthermore, this example perpetuates the myth that trans girls/women are actually boys and men who transition to gain access to girls’/women’s-only spaces for their own gratification. Additional information can be found in the Hockey Canada Gender Expression/Identity Policy FAQ.
- 14. A team has an athlete that requires an alternative dressing room arrangement. How can I best support the athlete so they are welcomed and included?**
- Speak with the athlete and/or their parents/guardians (if the athlete wants their parents/guardians involved) and ask how to best include them. Listen to them and respect their needs, even if you do not fully understand them. All requests for accommodation are to remain confidential.
 - Teams and associations should attempt to be proactive in finding solutions or alternative dressing room arrangements before a request for accommodation is made, in order to simplify and expediate the process.
 - Conduct periodic check-ins to see how the accommodation is working for them and if any adjustments need to be made.
 - Ensure that no pre- or post-game meetings in the dressing room occur without the athlete.

- e. Ask the athlete and/or their parents/guardians (if the athlete wants their parents/guardians involved) if they require support for alternative dressing room arrangements when playing in away facilities. However, it is preferable to have information available about away facilities to share in advance of travel, if possible.
- f. There may be situations in which teams will need to develop tailored solutions with the participant using an athlete/participant-focused, ethical, and values-based approach to guide them to a common sense and inclusive resolution.

15. What is a base layer? Do I or my child need to wear full body coverage or show up to the rink fully dressed?

- a. A base layer is intended to cover an individual's pelvic region and torso, and includes items such as shorts, compression shorts, a t-shirt or sports bra, similar to the type of coverage on a body that would be acceptable for the participant at a fitness centre/gym. There is no requirement that an individual must show up fully dressed in their equipment. Additionally, there is no need for an individual to be covered under their equipment from wrist to ankle. The baseline level of attire in the common area of dressing rooms should be similar to the minimum standard of what would be acceptable in a public area of the arena.

16. Do I or my child need to wear their wet equipment or base layer home?

- a. Everyone may get changed out of their equipment after practices and/or games, there is no requirement that equipment must be changed at home. Athletes may change out of their wet base layer into new clothes or clothes that they wore to the rink. The Dressing Room Policy requires that changing if the need to get fully undressed in a private area, like a washroom stall.

17. Can you still shower at the rink?

- a. Yes. We recognize that participants may wish to shower at the rink, which they are still allowed to do. The policy includes a recommendation for a base layer when using open concept showers.