

# South Tahoe Amateur Hockey Association Locker Room Policy

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is central to South Tahoe Amateur Hockey Association's ("STAHA"). STAHA adheres to USA Hockey's SafeSport Program as a means to help protect its 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, STAHA 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.

At Tahoe Ice Arena there are four locker rooms available for our program's use. Each of the locker rooms has its own restroom and shower area. Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms, rest rooms and shower facilities will vary from location to location. STAHA's team organizers will attempt to provide information on the locker room facilities in advance of games away from our home arena. At arenas with which you are unfamiliar, parents should plan to have extra time and some flexibility in making arrangements for their child to dress, undress, and shower, if desired.

## Locker Room Monitoring

STAHA has predictable and limited use of locker rooms and changing areas (e.g., generally 30-45 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.

We 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 a voluntary locker room monitors (each of which has been screened) will be stationed directly outside of the locker rooms and changing areas during periods of use, and will leave the doors 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 [Mites and Squirts], 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 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

getting dressed. We encourage parents to teach their skaters as young as possible how to get dressed for hockey so that they will learn early how to get ready efficiently and independently. 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 are made. Where possible, STAHA will have the male and female players dress/undress in separate locker rooms and then convene in a single locker room before the game for a team meeting. Once the game or practice is finished, the players may come back to one locker room for a team meeting after which the male and female players will proceed to their separate locker rooms to undress and shower, if available. If separate locker rooms are not available, players will take turns using the locker room to change or players may be asked to change in a restroom or referee's room. Parents of female players must act as a supervision, if females dress in the restroom or referee's room. We understand that these arrangements may require players to arrive earlier or leave later to dress, but we 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, including voice recording, still cameras, and video cameras, are not permitted to be used in the locker rooms. If phones or other mobile devices must be used to communicate in an urgent manner, they must be taken outside of the locker room.

### **Prohibited Conduct and Reporting**

STAHA prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment, and hazing, all as described in the USA Hockey SafeSport Handbook. Participants, employees or volunteers in STAHA will be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. Reports of any actual or suspected violations, you may email USA Hockey at [SafeSport@usahockey.org](mailto:SafeSport@usahockey.org) or may call 1-800-888-4656.

# STAHA LOCKER ROOM MONITOR POLICY 2018/2019

## Goals

- 1) Improve our compliance with STAHA's Locker Room policy, which complies with the NEW SafeSport Act of 2017. The SafeSport Act of 2017 is a federal law that all youth sports organizations must comply with. STAHA should expect stricter monitoring and potential fines from NorCal/CAHA if we do not comply with this act.
- 2) To decrease reliance on Team Managers for locker room duty.
- 3) To keep our players safe.

## Why

It is critical to the safety of our kids and the mission of our club. According to SafeSport, 90 % of SafeSport incidents occur in the locker room.

## How

The STAHA SafeSport Coordinator will provide training during your team meeting. Furthermore, CAHA will be posting SafeSport webinars to discuss best practices.

- A Sign Up Genius link will be sent to all families in August allowing for online sign ups. This system will remind you 2 days before your assignment, but please make note on your calendar of your commitment at the time you complete your sign up. There are approximately 120 slots, for around 60 players (Squirt-HS).
- Each PLAYER must have a parent cover one (1) week which incorporates two (2) slots per week. IF you have 2 PLAYERS, you must cover two (2) weeks.
- You cover both days of the week you commit to (Monday/Wednesday or Tuesday/Thursday) **AND** you cover both practices on those days (Squirt/Peewee or Bantam/High School).
- Each slot is from 1/2 an hour before the earliest practice until 1/2 hour after last practice.
- You are also responsible for any games that fall on the weekend of your assigned week, please coordinate with Team Manager/Team Coaches for those duties.
- Parents are required to sign up online by October 1st 2018.

## Flexibility

YOU can pay out of this by paying \$25 per SLOT to one of the STAHA Board Approved Locker Room Monitors. (Their contact info will be made available.)

You must arrange for them to fill your slot and pay them directly.

You may trade slots but remember: If your name is on the Sign Up Genius, *you* will be accountable.

## Accountability

- Managers and Coaches will report if someone does not show up for shift.
- Director of Travel will be doing spot checks to make sure that monitors are following protocol.
- Director of Travel Hockey will monitor Sign-Up Genius weekly and make an effort to remind families of their upcoming assignments.
- **Director of Travel Hockey will notify the family, cc'ing manager and coach that a shift was missed.**
- **The first shift missed is \$50.**
- **The second shift missed is \$100.**
- Shifts missed after that may result in your player being suspended.
- The family must pay this fine in cash or check made out to STAHA, no credit cards.
- **THE FAMILY MUST MAKE ARRANGEMENTS TO GET THE CASH OR CHECK TO DIRECTOR OF TRAVEL WITHIN 6 DAYS OR YOUR PLAYER WILL BE KEPT OFF THIS ICE. (PRACTICE, GAME, PLAY-OFF, GRANDPARENTS IN TOWN--YOUR PLAYER WILL NOT PLAY UNTIL THE FINE IS PAID.)**
- The Director of Travel may allow payment to the manager of the team, but only if this is arranged in advance and approved.

This policy is not meant to be punitive. Going without locker room monitors is not allowed as an untended locker room is not a safe or wise risk. If everyone commits to one (1) week, the job will get done and our kids will be safe.

Please contact Allison Monroe VP of Travel Hockey for any questions or comments regarding this new policy.

**\*\*If you are legally unable to qualify to as locker room monitor, please contact Director of Travel Hockey directly\*\***