



Andover Hockey Association's Locker Room Policy

Overview

- I. Locker Room Monitoring**
 - II. Shower Rooms and Restrooms Adjoining Locker Rooms**
 - III. Parents and Siblings in Locker Rooms**
 - IV. Co-Ed Teams**
 - V. Cell Phones and Other Mobile Recording Devices**
 - VI. Prohibited Conduct and Reporting**
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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 AHA's goals. AHA 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, AHA 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 Phillips Academy there are 8 locker rooms available for our program's use. Each of the locker rooms shares a shower room with one or more locker rooms. 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. When travelling to arenas with which they are not familiar, parents should plan to have extra time and flexibility in making arrangements for their child to dress, undress and shower if desired.

I. Locker Room Monitoring

AHA has predictable and limited use of locker rooms and changing areas (generally 30 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 coaches and parents at risk for unwarranted suspicion.

It is the policy of USA Hockey that all USA Hockey Member Programs have at least one responsible screened adult present monitoring the locker room during all team events to ensure that only participants (coaches and players), approved team personnel and family members are permitted in the locker room and to supervise the conduct in the locker room. Acceptable locker room monitoring could include having locker room monitors in the locker room while participants are in the locker room or having a locker room monitor in the immediate vicinity (near the door) outside the locker room that also regularly and frequently enters the locker room to monitor activity inside. If the monitor(s) are inside, then it is strongly recommended that there be two monitors, both of which have been screened. Any individual meetings between a minor participant and a coach or other adult in a locker room shall require that a second responsible adult is present.

A responsible, screened adult will check the condition of locker room (and shower room if accessible) before players enter and after players exit. Any damage or unacceptable conditions will immediately be reported to the PA Rink Staff. Team personnel will also secure the locker room appropriately during times when the team is on the ice.

II. Shower Rooms and Restrooms Adjoining Locker Rooms

Shower rooms and restrooms adjoining locker rooms are for player use only. Coaches, assistant coaches and team managers will not enter these rooms but will monitor them from the outside. Adults should only enter in the event of an emergency, and in those cases in multiples whenever possible.

III. Parents and Siblings in Locker Rooms

Except for players at the younger age groups, we discourage parents and siblings from entering locker rooms unless it is truly necessary, especially older siblings of opposite gender. 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 players as young as possible how to get dressed so that players will learn as early as possible how to get dressed independently. In circumstances where parents are permitted in the locker room, coaches are permitted to 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.

IV. Co-Ed 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 made. The Co-ed Locker Room policy attempts to balance the social integration and camaraderie of a team sport while providing a safe and respectful environment for all of our participants. AHA has chosen the following procedure which allows us to remain in compliance with USA Hockey's Co-ed Locker Room Policy:

- **Minimum Attire Policy:** All players should be required to arrive at the rink wearing their hockey base layers. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender has the opportunity to see players of the opposite gender in a state of dress/undress.

V. Cell Phones and Other Mobile Recording Devices

Cell phones and other mobile devices with recording capabilities, which includes voice recording, still cameras, and video cameras, increase the risk for some forms of abuse or misconduct. As a result, the use of a mobile device's recording capabilities in the locker rooms is not permitted at any USA Hockey sanctioned event, provided that it may be acceptable to take photographs or recordings in a locker room in such unique circumstances as a victory celebration, team party, etc., where all persons in the locker room are appropriately dressed and have been advised that photographs or recordings are being taken.

VI. Prohibited Conduct and Reporting

AHA 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 AHA may 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 or may call 1-800-888-4656.