



DRESSING ROOM POLICY

The Sault Major Hockey Association Dressing Room Policy includes all Dressing Room Policies as stated by the Ontario Hockey Federation:

Coaching Presence in the Dressing Room.

All coaching staff that will be in the presence of children in the dressing room shall have the following minimum certification

- Respect in Sport-Activity Leader (formerly called Speak Out)
- Criminal record check – passed

It will be the Policy of the Ontario Hockey Federation that, when any player under the age of 19 is in the team dressing room(s) before, during and after a game or practice, **a minimum of two of the following shall be present in the dressing room(s) or immediately outside the dressing room(s) with the door ajar**: two team or club/association officials, properly screened or one such official and an adult person associated with the team.

Note: Club/association officials include current coaching staff from other teams within Sault Major Hockey Association, and members of the current board.

- Teams may submit names to the association of adult person(s) associated with the team to act in the supervisory capacity listed above. Only the names provided to the association will have access.
- It is the responsibility of the team to make arrangement with this adult person(s) when they are to be present outside the dressing room. They should not be outside the dressing rooms unless the team officials have asked them to supervise.
- All persons listed must complete a Criminal Record Check – passed.
- The names provided are not part of the official team roster and are not permitted on the bench or on the ice.
- It is suggested that if the team has players of both genders, and there is no female club official, at least one of the adult supervisor(s) be female so as to accommodate the needs of these players.

In the situation of Juvenile or U21 hockey the coach may use an adult player over the age of 19 to be the second adult associated with the team.

Sanctions:

Any person found to be in violation of this policy will receive:

1. a warning for a first offence,
2. a two week suspension for a second offence
3. a one year suspension for a third offence.

The following is the policy of Hockey Canada with respect to coed dressing in which the Sault Major Hockey Association will adhere to:

Co-Ed Dressing Rooms

Hockey Canada firmly believes in accommodating both genders in our great game. We further believe in balancing this goal with the safety, privacy, modesty and wishes of ALL our members without compromising the aspects of camaraderie, social integration and bonding inherent in a team sport. This policy attempts to meet all these goals while providing a safe and respectful environment for our participants.

- **Hockey Canada stresses the importance of coaches in ensuring both male and female players have equal access to pre and post team sessions and to all team related activities.**
- Hockey Canada recognizes the physical limitations of some facilities and encourages our members to work with local facility management to ensure that appropriate changing facilities are available to both genders.
- Hockey Canada allows co-ed dressing room situations to exist at the Initiation Program, Novice and Atom levels, 5-10 years of age provided participants in a co-ed situation either arrive in full equipment or wear at a minimum gym shorts or long underwear as well as a full t-shirt (no tank tops) all of which must be in good condition and without holes/tears.
- At the Pee-Wee (11 years old) level and above the following conditions will apply in all co-ed team environments:
 - Females and males will change in separate rooms
 - Both genders shall congregate in one dressing room fully prepared to participate in the game/practice not more than 15 minutes prior to the scheduled ice time unless otherwise indicated (to be there earlier) by the coaching staff.
 - The lesser represented gender shall depart the dressing room not more than 15 minutes after the game/practice unless otherwise indicated (to stay longer) by the coaching staff.
 - The gender in the majority shall not begin changing, helmets, gloves and skates excepted, prior to the departure of the lesser represented gender.
 - When necessary, due to facility limitations, showering shall be done in shifts with the gender in the majority showering first. Once the room with shower facilities has been fully vacated the lesser represented gender may use the shower facilities.



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, they should be taken outside of the locker room to public areas or outside the rink. A violation of the cell phone policy may result in disciplinary action by the board which may include suspension from hockey activities.

Parent Presence in the Dressing Room

It is the policy of the Sault Major Hockey Association that parents are prohibited from entering into locker rooms. If a player needs assistance with his or her uniform or gear, or a player's disability warrants assistance, then we ask that parents let the coach know beforehand. In the case of injury, parents may enter the dressing room when accompanied by a team official.

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 general, parents should not enter the dressing room if the players undress to less than shorts and t shirts.

As well, parents are not permitted beyond the hallway door leading to the dressing rooms. The following are exceptions:

- Medical emergency that their presence may be essential to the well-being of their child
- Invited by the coaching staff
- Individual identified by the coach as a parent supervisor

Dressing Room Cleanliness

Each team is expected to clean up after themselves. Coaching staff is expected to check the dressing room before and after each game or practice. If any damage is noted, the rink attendant must be notified. If a rink attendant is not available, inform the league director of any difficulties



ONTARIO HOCKEY FEDERATION TRANSGENDER DRESSING ROOM POLICY

Purpose

- a) The Ontario Hockey Federation is committed to providing a safe, respectful, and fully inclusive environment for players, parents/guardians, staff, and volunteers;
- b) With the support of the Ontario Hockey Federation, the Northern Ontario Hockey Association will proactively work to ensure that all dressing room spaces and Procedures are safe, inclusive, and equitable by anticipating and removing barriers that prohibit the inclusive participation of any and all players;
- c) All players will have access to dressing room facilities that most appropriately meet their individual needs, which may or may not include accommodations with respect to gender identity and gender expression;
- d) All requests for dressing room accommodations will be taken seriously and will be assessed on an individual and confidential basis in order to address the specific needs and requirements of all players;
- e) With the support of the Ontario Hockey Federation, the Northern Ontario Hockey Association will work collaboratively with and advocate for players to identify the most appropriate access to dressing rooms, including any interim and long term accommodation solutions, so as to reflect both individual players' needs and the potential structural limitations of facilities;
- f) This policy is written in accordance with Ontario's Human Rights Code (1990) (the Code), which prohibits the discrimination of all people on a number of protected grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, and disability; and
- g) Under the Code, organizations and their personnel are liable for any discrimination and harassment based on gender identity and gender expression, or any other prohibited ground under the Code. Hockey associations must deal with complaints, take steps to prevent problems, and provide a safe and welcoming environment for trans people and all other persons protected under the Code.



Definitions

Refer to the Northern Ontario Hockey Association Confidentiality Statement for definitions of terms utilized throughout this document.

Rights and Responsibilities of Players

- i. All players have the right to:
 - a) be a respected and equal registered participant of Northern Ontario Hockey Association
 - b) have access to safe, inclusive, and equitable dressing room spaces and procedures that proactively anticipate and remove barriers to participation;
 - c) define and express their gender identity without fear of discrimination, harassment, or penalization within the Northern Ontario Hockey Association;
 - d) request the use of, and be referred to by, their self-identified name(s) and pronouns within all documentation and by the Northern Ontario Hockey Association;
 - e) with the support of Ontario Hockey Federation, have the Northern Ontario Hockey Association advocate on their behalf with respect to individual needs and requirements with respect to the protected grounds within the Human Rights Code;
 - f) utilize a change room or agreed upon equivalent changing area that meets their individual needs, including their gender identity and gender expression;
 - g) have all personal information kept confidential and disclosed only at the player's request and/or with the player's consent; and
 - h) be protected from discrimination and reprisal in response to a request to access change rooms based on gender identity and gender expression or a related accommodation request.
- ii. All players are responsible for:
 - a) treating all staff, volunteers, parents/guardians of players, and other players of Northern Ontario Hockey Association with respect;
 - b) asking for assistance and support to the best of their ability from the Northern Ontario Hockey Association when experiencing discrimination (e.g., differential treatment/difficulty accessing dressing rooms and other gender segregated areas



based on lived gender identity) or when requiring related accommodation; and

- c) in the event that they request an accommodation, working collaboratively with the Northern Ontario Hockey Association to find appropriate and equivalent dressing areas when faced with building limitations.

Rights and Responsibilities of the Sault Major Hockey Association

i. All staff, volunteers, and parents/guardians of players of the Sault Major Hockey Association have the right to:

- a) be respected and equally treated under the Human Rights Code and within the Northern Ontario Hockey Association;
- b) be protected from discrimination, harassment and reprisal, and be accommodated for individual needs, based on their gender identity, gender expression or other prohibited ground of discrimination; and
- c) be protected from discrimination, harassment and reprisal stemming from an association with another individual because of that person's gender identity, gender expression or other prohibited ground of discrimination.

ii. The Northern Ontario Hockey Association, with support from the Ontario Hockey Federation, are responsible for:

- a) treating all staff, volunteers, parents/guardians of players, and other players of the Northern Ontario Hockey Association with respect;
- b) working proactively to ensure safe, inclusive, and equitable dressing room and other gender-segregated spaces and procedures for all players by anticipating and removing barriers to participation;
- c) providing safe and confidential opportunities for players to discuss and seek compliance with their human rights, including accommodations for their individual needs;
- d) ensuring that a player's individual needs and requirements are met, including the use of their self-identified name(s) and pronouns within all documentation and by the Northern Ontario Hockey Association;

- e) advocating for a player's rights, including individual accommodation needs and requirements with respect to the protected grounds within the Code;
- f) ensuring that all players are able to utilize the dressing room that is in accord with their gender identity and gender expression, and/or that meets any accommodation needs they may have;
- g) when requested by a player, working collaboratively with them to find an appropriate and equivalent changing area that meets their individual needs, including their gender identity and gender expression; and
- h) ensuring that a player's personal information, including their sex/assigned sex and/or gender identity, is kept confidential and disclosed only at the player's request and/or with the player's consent.

Promoting Safe, Inclusive, and Equitable Participation

All players have the right to participate fully within the Ontario Hockey Federation in accordance with its By-Laws, Regulations, and Policies. To do so, the Sault Major Hockey Association, with support from the Ontario Hockey Federation, is responsible for working proactively to ensure all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing all barriers to participation. This includes anticipating and removing barriers for players protected under one or more of the aforementioned grounds (e.g., gender identity and disability).

For example, if the Northern Ontario Hockey Association is required to utilize a facility that contains a limited number of dressing rooms, it is the responsibility of the Northern Ontario Hockey Association, with support from the Ontario Hockey Federation, to anticipate and implement inclusive and equitable spaces and procedures within the structural limitations of the building. This may include developing equitable changing schedules based on gender identity. For instance, alternating the order in which players of different gender identities use the dressing room so that all players, regardless of their gender identity, have an opportunity to change first.

Seeking Recognition of Gender Identity and Equal Access to Dressing Rooms and Other Gender-segregated Spaces

All players have the right to utilize a dressing room or appropriate and equivalent changing area based on their gender identity and gender expression. If a player requires additional support to meet their individual needs over and above proactive efforts to remove barriers to inclusive participation, the player has the right to seek accommodations from the

Sault Major Hockey Association. The Northern Ontario Hockey Association, once receiving the accommodation request in writing, either directly from the player or from the player's parent(s)/guardian(s), is required to meet and work collaboratively with a player to find an appropriate and equivalent option. This may include utilizing a pre-existing dressing room or an appropriate and equivalent changing area if required to utilize a facility with a limited number of dressing rooms.

As each player is different, the Northern Ontario Hockey Association must assess and manage all accommodation requests on an individual basis. The Northern Ontario Hockey Association must provide safe and confidential opportunities to meet with any player(s) who wants to discuss their individual needs and potential accommodations.

With respect to gender identity and gender expression, a player has the right to utilize the dressing room or appropriate and equivalent changing area that the player considers to be most safe, inclusive, and reflective of their gender identity and gender expression, and transition status. This is the case regardless of the player's age, legal name, sex/assigned sex, or gender markers on identification documents. Players must be allowed and enabled to have parent(s)/guardian(s) support them when discussing access to gender appropriate dressing rooms; however, the involvement of a parent/guardian may not be appropriate and is not always required. All requests to the Northern Ontario Hockey Association, with support from the Ontario Hockey Federation, must be taken seriously and acted on in a timely manner.

Recognizing Gender Identity and Providing Equal Access to Facilities

7.1 Self-identified Names and Pronouns

All players have the right to utilize their self-identified name(s) and pronouns, regardless of their sex/assigned sex, their status of transition, or their legal name and gender markers on identification documents. Upon request, the Northern Ontario Hockey Association should make every effort to utilize and refer to a player by their self-identified name(s) and pronouns on documents and in daily conversation. Intentionally misgendering or inappropriately referring to a player by their given name(s), or their self-identified name(s) and pronouns without prior consent (e.g., if a player is not 'out' to family members, the team, other players, staff and volunteers of the Northern Ontario Hockey Association, etc.) is harmful and a form of discrimination.

7.2 Dressing Rooms and Appropriate and Equivalent Changing Areas

All players have the right to utilize the dressing room in accord with their gender identity and gender expression and that meets their individual needs. If, due to building constraints and despite the best proactive efforts of the Northern Ontario Hockey Association, a dressing room that meets a player's individual needs is unavailable, it is the responsibility of the Northern

Ontario Hockey Association, with support from the Ontario Hockey Federation, to work in collaboration with the player to find an appropriate and equivalent changing area. This may include the Northern Ontario Hockey Association working with facility management on behalf of the player to find an appropriate and equivalent changing area to ensure a player's needs are met and their right to inclusion and equal treatment are respected. To ensure that all players are equal and valued members of a team, the team officials should only engage in pre and post-game talks when all players are present.

Confidentiality and Privacy

All players have the right to privacy. The Northern Ontario Hockey Association, with support from the Ontario Hockey Federation, is responsible for ensuring that a player's private information, including, but not limited to, their sex/assigned sex and/or gender identity, remains confidential. The Northern Ontario Hockey Association is expected to exercise due diligence with respect to issues of confidentiality and privacy. Disclosure of private information, including to parent(s)/guardian(s), can only take place upon the player's request and/or with the player's consent.

Complaints

The Sault Major Hockey Association must ensure that dressing rooms and appropriate and equivalent changing areas are safe, inclusive, and equitable environments for all players. In particular, trans players must be provided with safe environments, free from discrimination, harassment and violence relating to gender identity and gender expression. It is the responsibility of the Northern Ontario Hockey Association to have a complaint process for addressing player grievances. The player has the right to have an individual of their choice (e.g., parent/guardian, other family member, mentor, friend, etc.) assist and support them within this process.

Unfounded concerns about safety are also sometimes used to attempt to justify discriminatory treatment relating to gender identity and gender expression. Complaints claiming that the inclusion of trans players in dressing rooms that accord with their gender identity or gender expression poses a safety threat or puts themselves or other players at risk are based on false and biased assumptions. In such cases, the bias of the complaint must be



addressed and the player's right to access facilities that accord with their gender identity and gender expression must not be impeded based on this bias. Ultimately, the Northern Ontario Hockey Association must not exclude trans players in response to complaints based on presumed risk.

Review

The Policy will be reviewed by the applicable Branch on an annual basis.