
Triad Hockey Alliance's (THA) 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 THA goals. THA 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. Thus THA has adopted the following locker room policy.

At arenas utilized by THA and arenas the teams travel to though out the season there will be multiple locker rooms available for our program's use. The locker room facilities (i.e.: rest rooms, shower facilities, etc.) will vary from location to location. THA team organizers will attempt to provide information on the locker room facilities in advance of games away from our home arena when possible. At arenas for 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.

History of USA Hockey's Locker Room policy:

The (locker room) policy originated with the Coaching Section and the Risk Management Committee, and was supported by the Legal Counsel. The rule simply provides that teams "...have at least one responsible adult present directly monitoring the locker room during all team events...." USA Hockey 2010-11 Annual Guide, p. 35.

The details of how to implement the rule were left to the affiliates and the teams to determine. Below are several areas that were looked at and taken into consideration when making the rules for the Locker Room Monitor.

Locker Room Monitoring

THA 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 voluntary locker room monitors (each of which has been screened) will be posted inside or directly outside of the locker rooms and changing areas, depending on the age group, during periods of use, and leave the doors open only when adequate privacy is still possible. 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.

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*. The responsible adult that monitors and supervises the locker room shall have been screened in compliance with Section III of the SafeSport Handbook. All programs are responsible to work with their teams and coaches to adequately ensure that locker room monitors are in place at all appropriate times. Requirements include Background check, SafeSport and a current USA Hockey number.

Parents in Locker Rooms

Except for players at the younger age groups, 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 players as young as possible how to dress 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.

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 made. Where possible, THA will have the male and female players dress/undress in separate locker rooms and then convene in a single

locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms to undress and shower, if available. If separate locker rooms are not available, then the players will take turns using the locker room to change. We understand that these arrangements may require that players arrive earlier or leave later to dress, but 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 for use in the locker rooms. If phones or other mobile devices must be used, they should be taken outside of the locker room. This is a USA Hockey Policy.

Prohibited Conduct and Reporting

THA 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 THA 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 or our SafeSport coordinator.

The following rules for locker room monitors have been adopted by THA to insure the safety of our players.

Rules

1. “Responsible adults” should be of sufficient maturity.
- All locker room monitors must be screened in accordance with the USA Hockey
2. All locker room monitors must be screened in accordance with USA Hockey’s Background Screening Policy.
 3. The locker room monitors should be carefully chosen, and understand their role is strictly supervision of the locker room. The non-coach locker room monitors are not coaches and should not attempt to be such.

4. “All Team Events” means both games and practices, and monitoring is required whenever players are in the locker room. The staff must come early and stay late.
5. For the younger teams the locker room monitors must be physically in the locker room. One cannot supervise from the hallway. This applies even if other parents are in the locker room to assist a player with his or her equipment. For older teams a monitor will be posted directly outside of the locker rooms and changing areas during periods of use, and leave the doors open only when adequate privacy is still possible.
6. All recording devices should be banned from use in the locker room, including cell phones and cameras. Younger teams are asked to leave these items with their parents. Older teams are required to have these turned off and stored inside of their bags.
7. At a minimum the locker room monitors’ specific duties should include:
 - Responsibility for locker room security, including allowing only team-authorized persons to enter the room and locking the room when the team is on the ice.
 - Responsibility for the locker room key.
 - Collecting and safeguarding any cell phones or other recording devices brought by players.
 - Being in the locker room at all times when a coach is in the room with a single player.

***The above is in addition to the locker room policy USA Hockey adopted in 2010 and can be found in the USA Hockey Annual Guide.