



## Berlin Youth Hockey Association, Inc.

PO Box 571  
Berlin NH 03570

### 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 Berlin Youth Hockey's goals. Berlin Youth Hockey 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, Berlin Youth Hockey 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.

#### **Locker Room Monitoring:**

Berlin Youth Hockey 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. Monitors must be the same gender as the players, SafeSport trained, and pass a NCSI background screening.

Whenever players are present in the locker room, there must be at least one screened and SafeSport- trained adult present either in the locker room or near the door (within arm's length and so the monitor can sufficiently hear inside the locker room), frequently checking and communicating with the players so they understand they are being monitored.

#### **Co-Ed Teams:**

Many BYH 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. For all home games & practices at Nucar Notre Dame Arena, Berlin Youth Hockey 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.

For out-of-town games, the following options below comply with USA Hockey's Co-ed Locker Room Policy:

1. **Have a minimum attire policy if sharing one locker room.** All players should be required to arrive at the rink wearing their hockey base layers or shorts and t-shirts under their street clothes. 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.
2. **Have males & females change/dress in separate, supervised locker rooms.** Then approximately ten (10) to fifteen (15) minutes before each game/practice everyone is to be ready in gear in one designated locker room so the coach can address the entire team. If a player (whether male or female) is not fully dressed by the time the coach arrives, then that player must go to a separate locker room or bathroom to finish dressing. The onus is on the players being properly dressed when the coaches actually begin preparing the team for the practice or game.
3. **Alternate use of a single locker room.** Players of one gender dress in the locker room while players of the opposite gender wait outside. When the one group is ready, then the players switch places and the players in gear wait for players of opposite gender to get dressed. No coaching is to be done until all the players are together in full gear. Taking turns is a means of reasonable accommodation; neither gender group should be favored, nor should one group be the group who always has to wait to change.



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We understand that some of 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.

### **Prohibited Conduct and Reporting:**

Berlin Youth Hockey 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 Berlin Youth Hockey 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](mailto:SafeSport@usahockey.org) or may call 1-800-888-4656

### **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. 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.

### **Players:**

- The locker room is a place to get ready, not a social gathering.
- Players are expected to pick up after themselves, discard all trash in trash cans (i.e. tape, bottles, wrappers, etc.).
- Vandalism will not be tolerated - guardians can be held personally responsible for the destruction of any property.
- Players are not to remain in the locker room if there is no locker room monitor present.
- Cell phones, mobile devices, 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 need to be taken outside of the locker room.

**The use of the locker room facility at all ice arenas, both home and away is a privilege - not a right. If the privilege is being abused, players can come fully dressed for practices and games.**