



City of Lakes Youth Hockey 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 City of Lakes goals. City of Lakes 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, City of Lakes 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.

Our primary rinks of use are Northeast Ice Arena, Augsburg Arena and Parade Ice Garden. Northeast Ice Arena there are four locker rooms, one of which is available for our program's use during events. Augsburg Arena has one locker room (which is generally not available after the event) and Parade Ice Arena studio rink does not have assigned locker rooms. Some teams in our program may also occasionally or regularly travel to play games at other arenas, and those locker rooms and rest rooms will vary from location to location. The City of Lakes coaches and managers will attempt to provide information on the locker room facilities in advance of games away from our home arena. 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.

Locker Room Monitoring

City of Lakes has predictable and limited use of locker rooms and changing areas (e.g., 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 our staff at risk for unwarranted suspicion.

At the squirt and peewee levels players should conduct a sweep of the locker rooms and changing areas as they arrive and if the coaches are not inside the locker rooms, players should wait until a coach and/or a volunteer who has been Safesport certified and background checked arrives before entering the locker room. Only approved team personnel: coaches and players, safesport certified volunteers or 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.

Coaches will be primarily responsible for monitoring the locker room before and after all events. They should plan to arrive no later than 25 minutes prior to the start of the event and stay until one player is left in the locker room. One coach must be in the locker room at all times as long as there are multiple players inside. Once a one-on-one coach-to-player ratio is reached, the door must be opened (as long as there is reasonable privacy) or the coach must leave the locker room.

Coaches are encouraged to create a culture of changing quickly before and after each event.

Guardians in Locker Rooms

Except for players at the younger age groups (Mini-mite and mites), we discourage guardians 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 guardians 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 guardians 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. Teams will determine their own policy and circumstances where guardians are permitted in the locker room, coaches are permitted to ask that the guardians 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 guardians 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. All players are required to arrive at the rink wearing their hockey base layers or shorts and t-shirts (in good condition - no holes or tears in clothing) 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. If undressing is necessary, it must be done outside the locker room in a separate facility.

Where possible, City of Lakes 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. 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 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. It is permissible to have the team manager or coach collect phones or to make exceptions for music--which will be the responsibility of the coaches to oversee.

Prohibited Conduct and Reporting

City of Lakes 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 City of Lakes 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.

The following summary has been included to help summarize this document. It does not presume to include all necessary information nor is it a substitute for a thorough reading and understanding of this policy.

- On co-ed teams, we will strive to have separate locker rooms when available but due primarily to the limited availability of locker rooms at our primary facilities, the City of Lakes Youth Hockey Association has adopted a USA Hockey recommended “base layer” policy. Players on co-ed teams are required to arrive in a base layer that will allow them to get ready together in one locker room.
- Coaches are the primary safesport certified adult in charge of locker room monitoring. There should be at least one safesport certified adult in the locker room at all times as long as more than one player is present. Players are not allowed in the locker room until a safesport certified adult is present.
- Guardians at the squirt and peewee levels are discouraged from being in the locker unless absolutely necessary, but teams will have flexibility to determine their own policy as long as it remains inside the broader association guidelines.
- Cell phones and other recording devices are not allowed in the locker room. Music devices are allowed with direct supervision of the safesport certified adult.
- Participants, employees or volunteers in City of Lakes 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.