



Interim Dressing Room Policy Effective October, 2024

PURPOSE

Due to lack of information, and concerns with the inability to enforce Hockey Canada's new dressing room policy released on September 12, 2023, WVMHA has developed an '**Interim Policy**' that strikes a balance between safety, inclusion, and the ability to properly execute. WVMHA firmly believes all participants (athletes, officials, coaches, team support, etc.) have a right to access safe, inclusive, and equitable dressing spaces.

WVMHA believes in balancing the safety, privacy, modesty and wishes of our participants without compromising the aspects of camaraderie, social integration and bonding inherent in a team sport. This Policy attempts to meet these goals while providing a safe and respectful environment for participants.

SCOPE

The 'INTERIM Dressing Room Policy' applies to all minor hockey teams sanctioned by WVMHA.

DEFINITIONS

- "Dressing rooms" – officially designated spaces for changing in and out of gear. Mostly, these are men's and women's, multi-stall spaces and occasionally can be all-gender, multi-stall spaces.
- "Dressing environments" – spaces beyond dressing rooms (in proximity) that can be temporarily repurposed to provide a space for a small number of participants to change in and out of their gear (e.g., official's room, multi-purpose room, meeting rooms, single-unit washrooms).
- "Policy" – means this Dressing Room Policy.
- "Base Layer" - any clothing that covers the 'genital/private' area including underwear, sports bra, shorts, shirt, etc.

PROCEDURE

MINIMUM ATTIRE RULE – with timelines

To provide choice, promote inclusion and to respect the privacy of all participants on a team, WVMH requires all participants to wear 'minimum attire' in the dressing room 15 minutes before and 15 minutes after the scheduled ice time. See details by age category below.



Category of Play (Age of Athletes)

U7/U9/U11

All players participating in age categories at the U11 category and below will have access to a 'common dressing room' pre- and post-game providing that the athletes always have a 'base layer' on. (Refer to the base layer definition). An athlete not arriving at the rink wearing a base layer can use appropriate space (restroom, empty dressing room) to change into the base layer and then enter the team dressing room with the other athletes.

U13 & Older

The following conditions will apply in all team environments:

1. Players on single gender identity &/or gender expression teams
 - a. Players are permitted to change without restrictions in the 'team' dressing room up until 15 minutes prior to the scheduled ice time.
 - b. 15 minutes prior to the scheduled ice time all players must be in a base layer. (Refer to the base layer definition).
 - c. Players not comfortable with changing in an open dressing room environment can arrive 15 minutes or less prior to the ice time in their base layer or can change into their base layer in an appropriate private space, before entering the team dressing room.
 - d. At the conclusion of the ice time, all players will congregate in the 'team' dressing room for the 'Team Talk'. After the team talk, players cannot change to below their base layer for 15 minutes.
2. Players on multi-gender identity &/or gender expression teams
 - a. The more represented gender is permitted to change without restrictions in the 'team' dressing room up until 15 minutes prior to the scheduled ice time.
 - b. 15 minutes prior to the scheduled ice time all players must be in a base layer (Refer to the base layer definition).



- c. The lesser represented gender is required to change in an alternate room if available up to a minimum of their 'base layer' and then they are permitted to enter the 'team' dressing 15 minutes prior to the scheduled ice time.
- d. Players of either gender not comfortable with changing in an open dressing room environment can arrive 15 minutes or less prior to the ice time in their base layer or can change into their base layer in an appropriate private space, before entering the team dressing room.
- e. At the conclusion of the ice time, all players will congregate in the 'team' dressing room for the 'Team Talk'. After the team talk players of the 'lesser represented gender' will have 15 minutes to vacate the 'team dressing' room. Players are not permitted to change to below their base layer during this time.

Use of Showers

Use of showers is a choice and not a requirement within WVMH. Players are permitted to use the showers no earlier than 15 minutes post-game.

When separate dressing rooms do not have access to showers, showering shall be done in shifts. Team officials will assign times for each gender to use the shower facility.

Gender Identity &/or Gender Expression

All athletes have the right to utilize a dressing room or appropriate and equivalent dressing area, based on their gender identity and/or gender expression, that meets their individual needs.

If required, it is the responsibility of the Athlete (and/or the family) to request a dressing room 'Accommodation' from their team or member organization. When an 'Accommodation' is requested, the athlete agrees to work cooperatively with their member organization to locate appropriate and equivalent dressing areas when faced with facility limitations.

To best promote inclusion on a hockey team and to respect the privacy of all athletes on a team WVMH requires that all athletes wear a 'base layer' at specific times prior to and post scheduled ice times. Players not comfortable changing into their 'base layer' within the designated times should arrive at the rink in their base layer or be prepared to change into their base layer in an appropriate space, before entering the 'team' dressing room.



Dressing Room Supervision

When coaches or team officials are not in a dressing room, each team must have two adult supervisors available outside team dressing room(s). The door must remain propped open. Adult supervisors will maintain a safe dressing room free from maltreatment, discrimination, harassment, bullying, hazing, or fighting, and will report any issues to the team's coaches who are trained to deal with these issues.

The "rule of two" will apply to adults, including coaches, who enter dressing rooms. There must always be a minimum of two adults when in a dressing room for any purpose.

Everyone involved with minor hockey must report all incidents of discrimination, bullying, harassment, maltreatment, hazing, or fighting. Should anyone experience maltreatment in violation of this section of the Policy, a complaint may be submitted to Hockey Canada's Independent Third Party.

The team manager(s) will assign parent supervisors for each practice. If a parent cannot attend their assigned shift, it is their responsibility to find a replacement. Supervisors will arrive 30 minutes before practice and be outside the team room(s) until the players go on the ice. The same supervisors are required to be in the hall when players come off the ice and stay until all players are out of the team dressing room(s).

Prohibition on Recording in Dressing Rooms or Dressing Environments

To respect the privacy of participants, no videos, still photos, or voice recordings of any kind may be taken using any device with recording capabilities in a dressing room or dressing environment. Cell phones are only permitted to be used in a dressing room or dressing environment for the purposes of controlling music played in those spaces.

Team Talks

WVMH stresses the importance that all participants are treated as valued members of a team. Therefore, coaches and team staff should only engage in pre- and post-game talks when all athletes are present in the dressing room.

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