



## **RICHMOND JETS MINOR HOCKEY ASSOCIATION**

### **DRESSING ROOM POLICY**

**(Updated November 2024)**

## 1) Introduction:

Minor hockey organizations are responsible for the reasonable safety and well-being of all minor athletes (under the age of majority) while participating in sport activities. RJMHA takes this responsibility seriously and has adopted this policy in conjunction with the [BC Hockey Safe Sport Policies](#) and the [Hockey Canada Dressing Room Policy 2023](#) to support Richmond Jets Hockey's values.

## 2) Procedure:

### 2.1 Dressing Rooms:

An essential element of this policy is the prioritization of the **Rule of Two**, (formerly Two Deep Method) of supervision, which can be summarized as follows:

***Hockey Canada Dressing Room Policy*** - To best ensure safety for all participants, all minor hockey programs sanctioned by Hockey Canada and its Members are required to implement the 'Rule of Two' for all dressing rooms. The 'Rule of Two' requires two trained and screened adults to be present in the dressing room or immediately outside the dressing room with the door propped open to monitor the environment and ensure it is free of any discrimination, harassment, bullying, or other forms of maltreatment. The Rule of Two remains in place when showers are in use.

- 2.1.1 Richmond Jets Minor Hockey Association (RJMHA) players under the age of 19 are never to be left unattended in any dressing room at any time.
- 2.1.2 All RJMHA players under the age of 19 in any dressing room, before, during and after a game or practice, must be supervised at all times in the dressing room or outside the dressing room with the door propped open by at least two (2) designated adult supervisors, who must be at least 19 years of age.
- 2.1.3 Designated adult supervisors may be team officials (coach, manager, HCSP) with the required certifications (CRC/VSC, RIS).
- 2.1.4 It is the responsibility of the Team Head Coach and Manager to ensure that the **Rule of Two**, (formerly Two Deep Method) of supervision is implemented for his/her team for every game and practice.
- 2.1.5 **Prohibition on Violent Activities in Dressing Rooms:** To ensure the safety of all participants in the dressing room, no type of violent conduct of any kind (including locker room boxing) bullying, or hazing is permitted. It is the responsibility of coaches and team staff to ensure that no such violent behaviour is taking place in dressing rooms or dressing environments.

Should anyone experience maltreatment in violation of this section of the Policy, a complaint may be submitted to Hockey Canada's Independent Third Party.

- 2.1.6 **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.

- 2.1.7 **Injury Treatment:** The safety person should avoid treating injuries out of sight of other adults and use the **Rule of Two**, (formerly Two Deep Method).

## 2.2 Co-Ed Teams - BC Hockey Co-Ed Dressing Room Policy:

- 2.2.1 RJMHA has adopted [BC Hockey Co-Ed Dressing Room Policy](#) Section A.03, for any RJMHA Co-Ed teams.

a) In all cases where members of a team include both male and female players, the following dress code will apply in the team dressing room:

i. Male players will not undress to less than a minimum of shorts while females are present.

ii. Female players will not undress to less than a minimum of shorts and a tee-shirt while males are present.

b) When separate facilities exist for both male and female participants, males and females shall make use of these separate facilities in order to change to the point that they can adhere to the co-ed dress code noted above NOTE: Once dressed in accordance with the minimum requirements above, all players may return to the team [co-ed] dressing room

c) When separate facilities do not exist for both male and female participants:

i. Players shall dress, undress and shower in shifts while maintaining the minimum dress code noted above.

ii. Players of the under-represented gender shall be granted access to the shower facilities after the balance of the team.

d) It is the responsibility of the team to ensure that these guidelines are followed.

e) Provide information to participants and parents/guardians about how to request dressing room accommodation.

f) Communicate in writing to all participants how to request dressing room accommodation; an example of a process is below:

- I. Participant and their parent(s)/guardian(s) submitting the request on their behalf to provide a written request to RJMHA division manager and risk manager.
- II. The individual(s) requesting dressing room accommodation are entitled to the following:
  - A confidential meeting to discuss the accommodation request with the division manager and risk manager.
  - Bring a support person (parent/guardian or supportive adult) to the meeting.

**2.3 Officials Dressing Rooms:** Given that dressing room spaces for officials and officiating teams are often shared by officials of a wide variety of ages and genders and may be used by different sports at the same time, safety and privacy are of the utmost importance. To create a safe and welcoming environment for everyone who uses an officials dressing room space, the minimum attire rule and shower recommendations described should be applied.

### **3) The Minimum Attire Rule:**

To best promote inclusion and to respect the privacy of all participants on a team, Hockey Canada requires all participants to wear 'minimum attire' at all times in a dressing room or in dressing environments where more than one participant is present. This means that participants should arrive at the rink wearing a base layer (e.g., shorts and t-shirt, compression shorts and shirt or sports bra). A participant not arriving at the rink wearing their base layer can use an appropriate private space (e.g., private restroom stalls or empty/unused dressing rooms) to change into the base layer and then enter the team dressing room with the other participants.

It is the responsibility of all coaches and team staff to instruct players regarding the minimum attire rule and ensure that players are complying with this Policy. Hockey Canada recognizes the physical limitations of some facilities and encourages associations to work creatively and proactively, using an athlete-focused, ethical, and values-based approach, with local facility management to ensure that appropriate and equivalent dressing environments are available to all participants who would prefer not to get dressed in the team dressing room.

#### **4) Team Talks:**

Hockey Canada 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.

#### **5) Use of Showers - Recommended Best Practice:**

Use of showers is a choice and not a requirement. As outlined in the purpose section, there are many reasons why athletes may require privacy (religious reasons, chronic conditions, body image, gender). The following guidance around the use of showers, is an additional step in creating environments within which athletes feel safe and secure. It is recommended that when showers are not private stalls, that these be used in a manner that respects the privacy of all participants. When in open concept showers, it is encouraged that all athletes wear certain “minimum attire” at all times, including swimwear. In order to facilitate this, participants could use a private restroom stall to change out of their base layer and into their swimwear prior to using the shower. Similarly, they could dress in a private restroom stall after they have completed their shower. Coaches and/or team staff should ensure they are able to supervise the dressing room while participants are showering, following ‘Rule of Two’ guidelines below.

#### **6) Isolated Spaces:**

Parents or legal guardians should never leave their child unsupervised in a facility, nor should they leave their child alone with a single team official member.

#### **7) Sport and Training Facilities:**

Participants who are minors should never be left waiting in a facility without the supervision of their parents or legal guardian or team official member.

#### **8) Parents in Dressing Rooms:**

Except for players in the younger age groups (U11, U9, U7), RJMHA discourages parents from entering dressing 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 under the direction of the HCSP, or a player’s disability warrants assistance, then we ask that parents let the coach or manager know beforehand that they will be helping the player.

Naturally, with our youngest age groups (U7 & U9), it is necessary for parents or guardians to assist the players in 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 allowed in the dressing room (U11, U9, U7), coaches are permitted to ask that the parents leave for a short time before the game and stay out of the dressing room for a short time after the game, so that the coaches may address the players.

**9) 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.

**Related Policies:**

[BC Hockey Policy Manual](#)

[Hockey Canada Dressing Room Policy](#)

[Hockey Canada Dressing Room Policy FAQ](#)

[Hockey Canada Gender Expression / Gender Identity Policy](#)