

# Dressing Room Policy

2024/2025 Season



## **1.0 OVERVIEW**

Sarnia Girls Hockey Association (SGHA) firmly believes all participants (athletes, officials, coaches, team staff, etc.) have a right to access safe, inclusive, and equitable dressing spaces. In this regard, all participants have the right to utilize the dressing room or appropriate and equivalent dressing environment based on their gender identity, religious beliefs, body image concerns and/or other reasons related to their individual needs.

SGHA 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.

This policy is in effect at all times, for all sanctioned SGHA events.

## **2.0 PURPOSE**

2.1 The SGHA is committed to providing a safe, respectful, and fully inclusive environment for players, parents/guardians, staff, and volunteers;

2.2 The SGHA will proactively work to ensure that all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing barriers that prohibit the inclusive participation of any and all players;

2.3 All players will have access to dressing room facilities that most appropriately meet their individual needs, which may or may not include accommodations with respect to gender identity and gender expression;

2.4 All requests for dressing room accommodations will be taken seriously and will be assessed on an individual and confidential basis in order to address the specific needs and requirements of all players;

2.5 The SGHA will work collaboratively with and advocate for players to identify the most appropriate access to dressing rooms, including any interim and long-term accommodation solutions, so as to reflect both individual players' needs and the potential structural limitations of facilities;

2.6 This policy is written in accordance with Ontario's *Human Rights Code* (1990) (the *Code*), which prohibits the discrimination of all people on a number of protected grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, and disability; and

2.7 Under the *Code*, organizations and their personnel are liable for any discrimination and harassment based on gender identity and gender expression, or any other prohibited ground under the *Code*. Hockey associations must deal with complaints, take steps to prevent problems, and provide a safe and welcoming environment for trans people and all other persons protected under the *Code*.

### **3.0 RIGHTS AND RESPONSIBILITIES OF PLAYERS**

#### **3.1 All players have the right to:**

- 3.1.1 be a respected and equal registered participant of SGHA
- 3.1.2 have access to safe, inclusive, and equitable dressing room spaces and procedures that proactively anticipate and remove barriers to participation;
- 3.1.3 define and express their gender identity without fear of discrimination, harassment, or penalization within the SGHA
- 3.1.4 request the use of, and be referred to by, their self-identified name(s) and pronouns within all documentation and by the SGHA
- 3.1.5 with the support SGHA advocate on their behalf with respect to individual needs and requirements with respect to the protected grounds within the *Human Rights Code*;
- 3.1.6 utilize a change room or agreed upon equivalent changing area that meets their individual needs, including their gender identity and gender expression;
- 3.1.7 have all personal information kept confidential and disclosed only at the player's request and/or with the player's consent; and
- 3.1.8 be protected from discrimination and reprisal in response to a request to access change rooms based on gender identity and gender expression or a related accommodation request.

#### **3.2 All players are responsible for:**

- 3.2.1 treating all staff, volunteers, parents/guardians of players, and other players of SGHA with respect;
- 3.2.2 asking for assistance and support to the best of their ability from SGHA when experiencing discrimination (e.g., differential treatment/difficulty accessing dressing rooms and other gender segregated areas based on lived gender identity) or when requiring related accommodation; and

3.2.3 in the event that they request an accommodation, working collaboratively with the SGHA to find appropriate and equivalent dressing areas when faced with building limitations.

#### **4.0 RIGHTS AND RESPONSIBILITIES OF THE SGHA**

##### **4.1 All staff, volunteers, and parents/guardians of players of the SGHA have the right to:**

4.1.1 be respected and equally treated under the Human Rights Code and within the SGHA;

4.1.2 be protected from discrimination, harassment and reprisal, and be accommodated for individual needs, based on their gender identity, gender expression or other prohibited ground of discrimination; and

4.1.3 be protected from discrimination, harassment and reprisal stemming from an association with another individual because of that person's gender identity, gender expression or other prohibited ground of discrimination.

##### **4.2 The SGHA are responsible for:**

4.2.1 treating all staff, volunteers, parents/guardians of players, and other players of SGHA with respect;

4.2.2 working proactively to ensure safe, inclusive, and equitable dressing room and other gender-segregated spaces and procedures for all players by anticipating and removing barriers to participation;

4.2.3 providing safe and confidential opportunities for players to discuss and seek compliance with their human rights, including accommodations for their individual needs;

4.2.4 ensuring that a player's individual needs and requirements are met, including the use of their self-identified name(s) and pronouns within all documentation and by the SGHA;

4.2.5 advocating for a player's rights, including individual accommodation needs and requirements with respect to the protected grounds within the *Code*;

4.2.6 ensuring that all players are able to utilize the dressing room that is in accord with their gender identity and gender expression, and/or that meets any accommodation needs they may have;

4.2.7 when requested by a player, working collaboratively with them to find an appropriate and equivalent changing area that meets their individual needs, including their gender identity and gender expression; and

4.2.8 ensuring that a player's personal information, including their sex/assigned sex and/or gender identity, is kept confidential and disclosed only at the player's request and/or with the player's consent.

## **5.0 Procedure – Immediate Implementation**

### **5.1 *The Minimum Attire Rule***

To best promote inclusion and to respect the privacy of all participants on a team, SGHA, following Hockey Canada and OWHA, 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.

### **5.2 *Rule of Two***

To best ensure safety for all participants, all SGHA programs sanctioned by OWHA are required to implement the 'Rule of Two' for all dressing rooms. The 'Rule of Two' requires two trained and screened female 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.

### **5.3 *Prohibition of Activities in Dressing Room that violate SGHA Code of Conduct***

To ensure the safety of all participants in the dressing room, conduct of any kind which violates the SGHA Code of Conduct will not be permitted. It is the responsibility of coaches and team staff to ensure that no such behaviour takes place within the dressing rooms or dressing environments. Team personal must also ensure that any music played within dressing rooms and at team functions is appropriate. Should anyone experience maltreatment in violation of this section of the Policy, a complaint may be submitted to Hockey Canada's Independent Third Party.

#### ***5.4 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.

#### ***5.5 Access to Dressing Rooms***

Access to dressing rooms is limited exclusively to RAMP Registered, SGHA approved, authorized team personnel, e.g. Managers, Coaches, Assistant Coaches, Trainers and Den Mom. Siblings, SGHA players on other teams, and parents who are not apart of team personnel are not allowed in a dressing room. This applies to all SGHA teams. Any alternate Dressing Room arrangements need to be approved by SGHA Executive Director of Compliance. Coaching Staff are allowed in the Dressing Room only once cleared by the Trainer.

#### **6.0 Procedure - Recommendation**

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.

**Process Origination & Change Log**

<b>Process Identification</b>	
<b>Process Originator:</b>	<b>Nathan Jeffrey</b>
<b>Effective Date:</b>	<b>09/01/2024</b>
<b>Category/Function:</b>	<b>Operating Policy</b>
<b>Process Owner</b>	
<b>Association Owner:</b>	<b>Compliance</b>
<b>Contact Information:</b>	<a href="mailto:Compliance@sarniagirlshockey.com">Compliance@sarniagirlshockey.com</a>
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**Review/Add/Change Log**

<b>Review Date</b>	<b>Description of Revision</b>	<b>Annual Review Y or N</b>	<b>Version</b>	<b>Version Revision By</b>
01/17/2024	Process document created	N	1.0	Nathan Jeffrey
05/10/2024	Governance Meeting Sub-committee updates	N	1.1	Nathan Jeffrey
08/01/2024	Approval of Final Draft	N	1.2	Tony Mancusi
10/09/2024	Revisions to branding template	N	1.3	Amy Carlaw