



# **DRESSING ROOM**

# **POLICY**

# **IMPLEMENTATION**

# **GUIDE**



## INTRODUCTION

The Hockey Canada Dressing Room Policy is a guiding document intended to provide the standards and guidelines necessary to ensure the safe, inclusive and equitable participation of all participants. This implementation guide, directed toward team officials, functions as a practical accompaniment to the Dressing Room Policy and should additionally be read with the Hockey Canada Gender Expression/Identity Policy. The implementation guide is divided into preparation and application steps to safety, equity and inclusivity.

## RESPECT AND RESPONSIBILITIES

All participants of Hockey Canada member associations have the right to be respected and be equal participants in their member organization. Respecting the rights of athletes, staff and the parents/guardians of participants to inclusion and equal treatment (including the removal of any discriminatory requirement, factor or other barrier), may need no accommodation at all. However, if a participant has a human rights-related need (such as requesting separate changing facilities due to religious reasons or gender identity), then every attempt will be made to accommodate, limited only by undue hardship. Additional information on human rights, protected grounds, duty to accommodate and undue hardship can be found on the [Canadian Human Rights Commission website](#).

## HOW TO ACCOMMODATE

A participant on a team may request accommodation assistance with respect to the dressing room for a number of reasons, including but not limited to:

- Gender identity
- Need for privacy
- Body image concerns
- Religious reasons
- A combination of any of these reasons

Knowing the reason(s) behind an accommodation request is not necessary for providing accommodations and respect. It is the choice of the participant as to whether or not they disclose the reasons for the accommodation request.

Preparation	Application
<p><b>Anticipate barriers to inclusion and equity and take actions to address them to the best of your ability, such as:</b></p> <ul style="list-style-type: none"> <li>• Create or amend any team codes of conduct that includes information on the Hockey Canada Dressing Room Policy and the process required request an accommodation.</li> <li>• Inquire about empty dressing rooms available with the facilities manager before the season begins.</li> <li>• Inquire about appropriate and equivalent changing areas, such as meeting rooms, all-purpose rooms, officials' rooms, etc., before the season begins.</li> </ul> <p><b>Raise Awareness about the Policy</b></p> <ul style="list-style-type: none"> <li>• Speak with parents/guardians during a pre-season talk to discuss the Dressing Room Policy</li> <li>• Speak with all participants during the pre-season talk about the Dressing Room Policy when discussing respect and anti-bullying/hazing.</li> <li>• Communicate alternative options available and how to access them.</li> </ul>	<p><b>Responding to request for accommodation such as:</b></p> <ul style="list-style-type: none"> <li>• Offer alternative options explored in preparatory steps.</li> <li>• Design an equitable dressing schedule, if necessary.</li> </ul>

## STEPS TO PREPARE

### 1. Increase awareness and understanding.

- a. In pre-season meetings, ensure participants and parents/guardians are aware of and understand the Dressing Room Policy. It is crucial that all team staff across the country take opportunities to affirm their commitment to dressing room safety, equity and inclusion.
  - I. Discuss with participants and parents/guardians the Dressing Room Policy and the Rule of Two.*
  - II. Discuss with participants and parents/guardians the Dressing Room Policy when discussing respect and anti-bullying/hazing.*

## **2. Provide information to participants and parents/guardians about how to request dressing room accommodation.**

- a. Communicate in writing to all participants how to request dressing room accommodation; an example of a process is below:
  - I. Participant or their parent(s)/guardian(s) submitting the request on their behalf to provide a written request to their local hockey association (LHA)*
  - II. The individual(s) requesting dressing room accommodation are entitled to the following:*
    1. A confidential meeting, with date, time and space relayed in advance to discuss the accommodation request with an LHA representative.
    2. Bring a support person (parent/guardian or supportive adult) to the meeting.

## **3. LHAs should work with their local facilities each season to understand what alternative and equivalent dressing room options are available to be best prepared should an accommodation request come from their program or a visiting program.**

## **STEPS TO APPLY**

If a participant requests a dressing room accommodation regardless of the reason, some options, although not the only options, include:

### **1. Offering alternative and equivalent dressing room options.**

- a. During the timeslot needed, inquire if an empty dressing room is available.
- b. If there is no empty dressing room, inquire about appropriate and equivalent dressing room areas that are available and take into consideration the distance to the ice surface. These may include:
  - I. Officials' rooms*
  - II. Meeting rooms*
  - III. Another team's currently unused dressing room*

### **2. Implementing an equitable dressing room schedule.**

- a. An equitable dressing room schedule must ensure all participants have access to dressing rooms by designing a schedule with an order that reflects that all participants have access to using the dressing room space first and in a timely fashion in alternating manner.
- b. Team staff must ensure no pre- or post-game team activities occur in the dressing room without all participants of the team present.
- c. Examples of equitable dressing room schedules could reflect the schedules below:



	Pre-Game	Post-Game	Next Pre-Game	Next Post-Game
<b>1<sup>st</sup> Shift</b>	Shared/ Group	Individual/ Private	Individual / Private	Shared/ Group
<b>2<sup>nd</sup> Shift</b>	Individual/ Private	Shared/ Group	Shared/ Group	Individual / Private

	Pre-Game	Post-Game	Next Pre-Game	Next Post-Game
<b>1<sup>st</sup> Shift</b>	Girls'/Women' Shared	Boys' / Men Shared	Individual / Private	Girls'/Women' Shared
<b>2<sup>nd</sup> Shift</b>	Individual / Private	Girls'/ Women' Shared	Boys' / Men Shared	Individual/ Private
<b>3<sup>rd</sup> Shift</b>	Boys' / Men Shared	Individual / Private	Girls' / Women' Shared	Boys' / Men Shared

## PROVIDING ACCOMMODATIONS

Hockey Canada recommends all organizations that become engaged in an accommodation process follow the below principles:

1. Ensure the participant who is requesting the accommodation is allowed to share their concerns and the need for the request.
2. Summarize what the participant discussed in reference to their accommodation request and ask for confirmation of the accuracy of what has been understood.
3. Confirm with the participant that an accommodation will allow them to feel safe and be able to participate fully.
4. Ensure the participant is engaged in brainstorming potential solutions.
5. Ensure the participant is comfortable with all potential solutions, and if not work with them to continue brainstorming additional solution options.
6. Set up a mutually agreeable time with the participant to present and brainstorm accommodation options.
7. Allow the participant to choose which option is most comfortable for them.
8. Allow the participant to decide which team official(s) may need to be notified of the decision, who will help secure changing spaces and the logistics of any accommodation.
9. Ensure the participant knows that if the accommodation needs adaptation or additional needs present that they can re-engage in the accommodation.

## ADVOCACY

A participant may require their LHA or team official(s) to assist in advocating on their behalf to ensure an appropriate and equivalent accommodation request is implemented in a timely and confidential manner. Advocacy can take many forms, including but not limited to the following:

1. Speaking with facility management on the participant's behalf, respecting the confidentiality of the participant.
2. Speaking with a tournament or league organizer to discuss the availability of additional dressing room options and/or appropriate and equivalent changing spaces.
3. Upon the participant's request, disclose private information about the participant to authorized individuals approved by the participant and/or their parent/guardian, only when necessary.

