

Safe Sport Overview and Waukesha County Youth Hockey Association Locker Room Policy **Revised 7/18/2024**

Safe Sport Program Overview

The safety of its participants is of paramount importance to Waukesha County Youth Hockey Association (“WCYHA”) and USA Hockey (“USAH”). This includes not only on-ice safety, but also off-ice safety in any part of USA Hockey’s programs. WCYHA, in alignment with USAH, has ZERO TOLERANCE for abuse and misconduct.

USA Hockey Safe Sport is a program focused on the organization’s off-ice safety efforts. The USA Hockey Safe Sport Handbook addresses the following:

- Policies prohibiting the following:
 - Sexual misconduct
 - Physical misconduct
 - Emotional misconduct
 - Bullying
 - Threats
 - Harassment
 - Hazing
- Other policies included address areas where misconduct can occur and are intended to reduce the risk of potential abuse, including:
 - One-on-one interactions
 - Locker rooms
 - Athletic training modalities
 - Social media and electronic communications
 - Transportation/Lodging
- Education and awareness training
- Screening and background check program
- Reporting of concerns of abuse
- Responding to abuse and other misconduct

Monitoring and Supervision of the Safe Sport Program

A USA Hockey member or other person under the jurisdiction of USAH who (1) violates any of the Safe Sport policies or (2) fails to consent to, and pass, a screening and background check in compliance with the Screening and Background Check Program, may be denied eligibility within any USA Hockey program and is subject to appropriate disciplinary action including, but not limited to, suspension, permanent suspension, and/or referral to law enforcement authorities.

As the national governing body for ice hockey in the United States, USA Hockey has delegated the jurisdiction and authority to the U.S. Center for Safe Sport (“USCSS”) to (1) investigate all reports or allegations of sexual abuse or misconduct (as referenced in the USA Hockey Safe Sport Program Handbook and defined by the USSCS), (2) issue any interim suspension or measures pending conclusion of the investigation, (3) make recommendations of sanctions or disciplinary action as a result of such investigation, and (4) adjudicate such matter.

For the complete USA Hockey SafeSport Handbook, visit usahockey.com/safesport.

Locker Room Policy

WCYHA along with USAH is concerned with locker room activities between minor players, locker room activities between minor players and adult players, adults being alone with individual minor players in locker rooms, and non-official or non-related adults having unsupervised access to minor participants at sanctioned team events.

Note: when referring to a “responsible adult” throughout this policy, WCYHA is specifying an adult that has undergone Safe Sport certification as well as a background check. The adult can be a coach, team manager, or other volunteer, provided they meet the Safe Sport and background check requirements. WCYHA All Girls’ teams require that the responsible adult have the same requirements as the ‘responsible adult’ definition AND they must be female.

As a member of, and to be compliant with the requirements of, USAH it is the policy of WCYHA program teams to have at least one responsible adult directly monitoring the locker room during all team events to ensure that only participants (coaches and players), approved team personnel and family members are permitted in the locker room, and to supervise the conduct in the locker room. In the event that only one locker room monitor is present, they should remain outside the locker room but within arm’s distance of the door so that they can quickly enter the room in the event of a potential or actual incident. In addition, that monitor must regularly and frequently enter the locker room to monitor activity inside.

It is WCYHA’s preferred stance that two locker room monitors be present while players are in the locker room. This allows for both monitors to be present within the actual locker room at all times while minimizing the potential for allegations of impropriety against a single monitor inside the room. Regardless of the number of monitors present, they must be of the same gender as the team occupying the locker room (refer below for specific policies regarding co-ed teams).

Responsible adults must also make sure the locker room is appropriately secured during times when minor participants are on the ice. At no time shall players be left or allowed to be in the locker room unsupervised. Further, any individual meetings between a minor participant and a coach in a locker room shall require that a second responsible adult be present at the meeting.

Additional Locker Room Rules and Policies

Locker Room Dress Code

WCYHA recognizes that co-ed locker rooms are a topic that needs to be addressed and that there are gender equity issues to deal with when managing a co-ed locker room setting. Both female and male privacy rights must be given consideration and appropriate arrangements made.

In light of that, WCYHA recognizes the following concerns:

- 1) That it is an issue that must be dealt with and that favoring one group over another can produce legal ramifications;
- 2) The the ideal situation of using two, separate, single-gender dressing rooms is not possible in many ice rink/arena settings;
- 3) That it is an issue that will increase in visibility as girls’/women’s participation in USA Hockey continues to grow;
- 4) That it is an issue for members who are participating as players, coaches and officials.

Recognizing these concerns and wanting to provide a safe, comfortable and consistent policy for all players, coaches and officials, WCYHA has adapted the following locker room policy:

- 1) WCYHA locker rooms will follow either a ‘co-ed’ or ‘girls’ locker room sex designation, but all teams shall

follow a minimum attire policy. All players will be required to arrive at the rink or change in a separate area (bathroom stall in locker room or gender appropriate bathroom in rink) so that prior to entering the locker room they are wearing their hockey base layers or shorts and t-shirts (in good condition - no holes or tears in clothing; visible undergarments, including boxer shorts and sports bras, is not considered an appropriate base layer). All members of the team must have this minimum attire before entering a co-ed locker room so that no player has the opportunity to see players of the opposite gender in a state of dress/undress. In this way WCYHA is taking a proactive approach on this issue, allowing everyone (coaches, players, officials, volunteers and parents) to enjoy the sport without the worry of legal actions or the invasion of privacy concerns arising. It is not acceptable for members to be observing the opposite gender while they dress or undress. Members and volunteers who violate WCYHA and/or USAH policies, or who violate the privacy rights of others, will be subject to appropriate discipline from WCYHA, USAH and potentially law enforcement.

- 2) With respect to girls-only teams sharing ice time (practice or game) with a co-ed/youth team(s), efforts will be made to provide separate single-gender locker rooms for each team. However, in the event that such locker room space is not available at a given rink, skaters should be prepared for the possibility of using co-ed locker rooms; this means that minimum attire policy should be followed at all times.
- 3) Showering in locker rooms is not allowed, regardless of whether the locker room is single-gender or co-ed.

Parents in Locker Rooms

In order for any parent to enter the locker room at any level, WCYHA requires that parent to register as a volunteer with USA Hockey and complete the Safe Sport program and a background check. Additionally, at the 10U, 12U, and 14U levels, parents are prohibited from entering the locker room without consent of the head coach of the team. WCYHA All Girls' teams consider a responsible adult as one that is female in gender, registers through USA Hockey as a volunteer, completes SafeSport and has completed a background check.

4 female locker room monitors for each All Girls' 10U, 12U and 14U teams will be identified at the beginning of the season. They must register through USA Hockey as a volunteer and will be rostered as a 'Locker Room Monitor' through USA Hockey. This will fulfill their families' volunteer hours for the season. The scheduling of locker room monitors is the responsibility of each team. If none of the teams' designated locker room, female, monitors are available for a particular practice or game, another responsible female adult, parent, guardian or manager can fill in, so long as they are SafeSport certified and background checked. Those that fill in on an infrequent, as needed basis will not be able to claim volunteer hours, though do so in good faith and in support of the efforts and collaboration to run a successful team. In the event that an All Girls' team has female coaches staffed, we ask that the team/parents do not rely on coaches alone to monitor the locker rooms as they may need to prepare for the practices or games.

WCYHA understands that at the younger (U8/U6) levels parents are often needed to help their skaters dress for practice. We encourage parents to help teach their children to put their gear on independently as early as possible.

At all levels, if parents are allowed into the locker room the coaches are still permitted to ask all parents to leave the locker room for a short time before and after the game/practice to address and prepare the team.

Mobile Phone and Electronics Policy

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 mobile devices must be used, they need to be taken out of the locker room. The only exception to this is that if a team is using such a device to play music; in addition, the device should be docked and only in the control of an approved and screened coach or locker room monitor. The coach or locker room monitor also has discretion to stop or skip certain music if, in their opinion, it is inappropriate for the audience in the locker room.