



HOCKEY CALGARY

INFORMATION BULLETIN

Date: October 13, 2023 #2302
To: Hockey Calgary Member Associations
From: Kevin Kobelka – Executive Director
CC: HC Board, HC Governors, Association Presidents

SUBJECT: Interim Dressing Room Policy

On October 3rd Hockey Calgary was made aware of a new dressing room policy for all minor hockey teams sanctioned by Hockey Canada. As an organization we were not involved in the discussion or preparation of this document, and our first view of it came via the media.

On the evening of October 5th Hockey Alberta (our governing body), provided the 1st communication surrounding this new policy confirming that this policy was now in place and expected to be followed.

Since that time Hockey Calgary along with our member Associations and board members have taken the time to review and familiarize ourselves with the requirements of this policy. These discussions have been beneficial and enabled us to craft numerous questions regarding the execution and implementation of a policy of this magnitude, in an environment (arena facilities), that we have very little control over.

To date many of these questions go unanswered, and rather than hastily implement a policy that cannot be enforced, Hockey Calgary and our member Associations have chosen to implement an **'Interim Policy'** that we believe can be executed and meets the needs of our current membership.

Please note that the current Hockey Calgary dressing room policy in place already addressed many of the areas highlighted in the new 'Hockey Canada Policy' including:

- The Rule of Two
- Prohibition on Violent Activities
- Prohibition on recording devices
- Team talks

These components will remain in place with some modifications surrounding 'Minimum Attire' and 'Use of Showers'.



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Hockey Calgary firmly believes all participants have the right to access safe, inclusive and equitable dressing spaces, and are confident that this interim policy is a good first step until we receive more clarification from Hockey Canada and Hockey Alberta.

We trust that you will support this initiative and work with us with the goal of making hockey 'Everyone's Game'.

Regards,

Kevin Kobelka
Executive Director

RELATED POLICIES & DOCUMENTS:

[Hockey Calgary 'Interim Dressing Room Policy'](#)

[Hockey Canada Dressing Room Policy](#)

[Hockey Canada Dressing Policy FAQ](#)

[Hockey Canada Dressing Room Implementation Guide](#)

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

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



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Interim Dressing Room Policy Effective October 13, 2023

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, Hockey Calgary has developed an **'Interim Policy'** that strikes a balance between safety, inclusion, and the ability to properly execute. Hockey Calgary firmly believes all participants (athletes, officials, coaches, team staff, etc.) have a right to access safe, inclusive, and equitable dressing spaces.

Hockey Calgary 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 Hockey Calgary and its Member Associations.

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 close proximity to them) 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, 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, Hockey Calgary requires all participants to wear 'minimum attire' in the dressing room 30 minutes before and 15 minutes after the scheduled ice time. See details by age category below.



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NOTE: Coaches can work with their individual teams to alter the times for 'Base Layer' requirements, based on age category and level of play. Any changes should be in writing and must be accepted by all players.

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 have a **'base layer'** on at all times. (A base layer is any clothing that covers the 'genital/private' areas including underwear, shorts, shirt etc.). An athlete not arriving at the rink wearing a base layer can use an 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 30 minutes prior to the scheduled ice time.
 - b. 30 minutes prior to the scheduled ice time all players must be in a base layer. (A base layer is any clothing that covers the 'genital/private' areas including underwear, shorts, shirt etc.).
 - c. Players not comfortable with changing in an open dressing room environment can arrive 30 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 30 minutes prior to the scheduled ice time.
 - b. 30 minutes prior to the scheduled ice time all players must be in a base layer (A base layer is any clothing that covers the 'genital/private' areas including underwear, shorts, shirt etc.).



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- 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 30 minutes prior to the scheduled ice time.
- d. Players of either gender not comfortable with changing in an open dressing room environment can arrive 30 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 Hockey Calgary. **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 Hockey Calgary 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.



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Dressing Room Supervision

Team officials are responsible for the safety and welfare of their players at all times during any sanctioned event, this includes while players are changing in the dressing rooms both prior to, and after all on ice activities. It is the responsibility of all coaches and team staff to instruct players regarding this Policy and ensure that players are complying with it.

Rule of Two

To best ensure safety for all participants, all minor hockey programs sanctioned by Hockey Calgary and its Member Associations 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.

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 behavior 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.

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

Hockey Calgary 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.

Effective Date: October 13, 2023

Amended Date: October 13, 2023