

## **PURPOSE**

Canlan Sports 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.

Canlan Sports 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 represents a shift in philosophy from previous dressing room regulations. As will be further explained below, this new model is based upon creating safe, inclusive and equitable dressing room environments that are designated team spaces for everyone, while providing proper supervision.

## **SCOPE**

**The Dressing Room Policy applies to all Canlan Sports participants.**

## **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.

## **PROCEDURE**

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

To best promote inclusion and to respect the privacy of all participants on a team, Canlan Sports strongly recommends all participants to always wear ‘minimum attire’ in a dressing room or in dressing environments where more than one participant is present. This means that we suggest participants 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 encourage players regarding the minimum attire rule and strongly suggest that players comply with this Policy.

Canlan Sports 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 sports complex 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.

### ***Team Talks***

Canlan Sports 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.

### **Use of Showers – Recommended Best Practice**

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 always wear certain “minimum attire”, 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.

### ***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 official’s dressing room space, the minimum attire rule and shower recommendations described should be applied.

### ***Applicable Laws***

Canlan Sports participants that have mediated human rights settlements within their Province/Territory with respect to specific dressing room parameters are exempted from this Policy within their jurisdictions, but solely to the extent required so that they may continue to adhere to such settlements.

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

To best ensure safety for all participants, all programs by Canlan Sports 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.

***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 [Canlan Sports' Chief Privacy Officer, @ privacyofficer@canlansports.com](mailto:privacyofficer@canlansports.com).

***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.