



DRESSING ROOM
— POLICY —
FREQUENTLY ASKED
QUESTIONS GUIDE



POLICY RATIONALE

1. Why is Hockey Canada updating its Dressing Room Policy?

- a. The Dressing Room Policy is focused on enhancing inclusion and safety for all participants on any team or officiating team across the country. Dressing rooms are designated team spaces for all team participants to use and interact in on a welcoming, equitable, inclusive and safe basis. In addition, in an effort to minimize occurrences of maltreatment, bullying, and harassment in the dressing room these spaces now come with minimum attire and supervision requirements, and a requirement to accommodate individuals if they require additional measures or supports.

RULE OF TWO & ENHANCING DRESSING ROOM SUPERVISION

2. What is the Rule of Two?

- a. The [Rule of Two](#) replaces the Two Deep principle. What this means is that all interactions with athletes need to be conducted in open, observable and justifiable environments, which applies to dressing rooms. More information on the Rule of Two is available in the Hockey Canada Screening Policy.

3. What are open, observable and justifiable environments?

- a. Sport environments that are open, observable and justifiable refer to those that occur that are normal to a sport environment (i.e. arena, workout facilities, dressing rooms, bench, ice surface) that allow individuals to view the environment and do not typically occur behind closed doors. The idea is that all interactions with athletes occur in a location that someone could interrupt if necessary.

4. How does the Rule of Two work within a dressing room environment?

- a. Fundamentally, the Rule of Two is designed for all communication and interaction to be conducted in an open, observable and justifiable environment. The dressing room by its design is not always open or observable, but the environment is justifiable in the sport context. To abide by the principles of the Rule of Two, interaction with participants can occur within the dressing room if two screened and trained team officials, volunteers or parents/guardians are present with the dressing room.

5. What is a trained and screened individual?

- a. [Trained and screened](#) is defined by the Coaching Association of Canada (CAC) as individuals who have completed ethics education (Respect in Sport or CAC Safe Sport Training) and have passed a thorough background check, which can include items like interviews, criminal record checks and reference checks.

6. Why should the Rule of Two be implemented?

- a. The Rule of Two is designed to provide greater protection to both athletes and team staff/coaches by never leaving two individuals where there is a [power imbalance](#) present alone.

7. Doesn't the Rule of Two require more work of our coaches, team officials and volunteers?

- a. This Rule of Two will potentially require an additional individual to be present in situations where they were previously not present. Although there is an increase in the number of individuals, it is imperative to have this second person to increase the safety of the environment, especially in situations where individuals may be vulnerable and environments where sensitivity is needed. In hockey – this means the dressing room.
- b. In situations where teams may be using multiple dressing rooms, dressing room supervision and the Rule of Two still applies. Teams should endeavour to have coverage for all dressing room spaces.

8. I am concerned that the Rule of Two is difficult to learn and implement, is there any education available on this subject?

- a. Yes, the Coaching Association of Canada (CAC) has developed a bilingual e-learning module that is free and takes approximately 15-20 minutes to complete. The link for the training module is [here](#). For coaches who need to collect Professional Development (PD) points to maintain their certification, the Rule of Two module awards one PD point for completion.

DRESSING ROOM MANAGEMENT

9. My coaching staff is not the same gender as the athletes on the team. Even with the athletes in minimum attire, they are not comfortable with supervising the dressing room (or the athletes are not comfortable with the gender of the coaches supervising). What can we do?

- a. The gender of participants should be considered when assigning dressing room supervisors. The utmost importance is the safety of all participants; this means you may have to assign volunteers to the role of dressing room supervisor to meet the needs of your team.

10. What are examples of what could be an appropriate alternative dressing room?

- a. Appropriate alternative dressing room arrangements will differ in every arena across Canada. These arrangements will be determined by the physical layout of different facilities.
- b. In the most ideal scenario – a changing area that is equidistant to the ice surface as the team dressing room, with a washroom and shower is the best option. However, this may not always be available, so other options may include an officials' room, meeting room or staff room.
- c. If your program requires an alternative dressing room, team officials or local hockey associations should be proactive in contacting facilities (once schedules are determined) they will play in to discuss what options are available and how to gain access to those spaces, should the need to use them arise.

11. What should I do if I have athletes show up to the rink not wearing their base layer?

- a. If this situation occurs on a multi-gendered team, team officials should instruct the athlete to use the washroom or a private changing area to put their base layer on before joining the team to put on their remaining hockey equipment. A reminder of the base layer requirements should be sent to the parents/guardians.

12. There is an athlete on the team I coach who does not wear a base layer under their equipment. How should I proceed?

- a. In the event this occurs, team officials should instruct the athlete to put their equipment (including pelvic-area protective gear) in the private washroom stall within their dressing room (if one is available) before putting their remaining equipment on with the rest of the team. A reminder of the base layer requirements should be sent to the parents/guardians.

13. I coach a multi-gendered team and the athletes prefer to shower at the arena after practices and games, how can I create an equitable schedule for use of the showers?

- a. Please refer to the Hockey Canada Dressing Room Policy Implementation Guide for examples of equitable dressing room schedules. An information sharing session with all parents/guardians and athletes surrounding this topic should be conducted pre-season to ensure all stakeholders are informed. This could be run by each team, or a local hockey association could hold this session for all its programs.

14. An athlete on my team is a transgender girl and wants to dress in the room that aligns with their gender identity. I have heard concerns from individuals around the team that there will be a “boy” in the girls’ dressing room and the girls will be “unsafe.” How do I address this?

- a. Hockey Canada mandates that every participant has the right to use the dressing room that is most congruent with their gender identity, as per the Hockey Canada Gender Expression/Identity Policy, and by provincial human rights legislation and the duty to accommodate protected grounds.
- b. Furthermore, this example perpetuates the myth that trans girls/women are actually boys and men who transition to gain access to girls’/women’s-only spaces for their own gratification. Additional information can be found in the Hockey Canada Gender Expression/Identity Policy FAQ.

15. I coach a team that has multiple different genders on it. The participants of all genders say they do not want to use the same dressing room, even with minimum attire being adhered to. Do they have to use the same dressing room, or can we arrange for multiple dressing rooms (if the facility can accommodate)?

- a. The Dressing Room Policy is designed to allow a team to use one dressing room. If athletes want to use multiple dressing rooms, there is no conflict with the Policy.

16. A team has an athlete that requires an alternative dressing room arrangement. How can I best support the athlete so they are welcomed and included?

- a. Speak with the athlete and/or their parents/guardians (if the athlete wants their parents/guardians involved) and ask how to best include them. Listen to them and respect their needs, even if you do not fully understand them. All requests for accommodation are to remain confidential.

- b. Teams and associations should attempt to be proactive in finding solutions or alternative dressing room arrangements before a request for accommodation is made, in order to simplify and expediate the process.
- c. Conduct periodic check-ins to see how the accommodation is working for them and if any adjustments need to be made.
- d. Ensure that no pre- or post-game meetings in the dressing room occur without the athlete.
- e. Ask the athlete and/or their parents/guardians (if the athlete wants their parents/guardians involved) if they require support for alternative dressing room arrangements when playing in away facilities. However, it is preferable to have information available about away facilities to share in advance of travel, if possible.
- f. There may be situations in which teams will need to develop tailored solutions with the participant using an athlete/participant-focused, ethical, and values-based approach to guide them to a common sense and inclusive resolution.

17. What is a base layer? Do I or my child need to wear full body coverage or show up to the rink fully dressed?

- a. A base layer is intended to cover an individual's pelvic region and torso, and includes items such as shorts, compression shorts, a t-shirt or sports bra, similar to the type of coverage on a body that would be acceptable for the participant at a fitness centre/gym. There is no requirement that an individual must show up fully dressed in their equipment. Additionally, there is no need for an individual to be covered under their equipment from wrist to ankle. The baseline level of attire in the common area of dressing rooms should be similar to the minimum standard of what would be acceptable in a public area of the arena.

18. Do I or my child need to wear their wet equipment or base layer home?

- a. Everyone may get changed out of their equipment after practices and/or games, there is no requirement that equipment must be changed at home. Athletes may change out of their wet base layer into new clothes or clothes that they wore to the rink. The Dressing Room Policy requires that changing if the need to get fully undressed in a private area, like a washroom stall.

19. Can you still shower at the rink?

- a. Yes. We recognize that participants may wish to shower at the rink, which they are still allowed to do. The policy includes a recommendation for a base layer when using open concept showers.