



**SPEED
SKATING
BC**

Policy:

Dressing Room Policy

Board approved: April 2024
Member Ratified: June 2024



Rationnel for New Policy:

- To provide clarity and guidance for creating safe spaces for dressing and changing at SSBC events.
 - We wish to thank Hockey Canada for the template upon which this document was based.
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Dressing Room Policy

PURPOSE

Speed Skating BC believes all participants (skaters, officials, coaches, team staff, etc.) should have access to safe, inclusive, and equitable dressing spaces. In this regard, all participants should have the ability to utilize a 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.

Speed Skating BC believes in balancing the safety, privacy, modesty and wishes of our participants without compromising the aspects of camaraderie, social integration and bonding that can occur in these shared spaces. This Policy attempts to meet these goals while providing a safe and respectful environment for participants.

SCOPE

The Dressing Room Policy applies to all Speed Skating BC activities except where a Host Club Dressing Room Policy exists.

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.

POLICY

1. The Minimum Attire Rule

- a. To best promote inclusion and to respect the privacy of all participants all participants must wear ‘minimum attire’ at all times in a dressing room or in dressing environments where more than one participant is present. This means that participants should 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.

- b. It is the responsibility of all coaches and Member Clubs to instruct their participants regarding the minimum attire rule and ensure that participants are complying with this Policy.
- c. Speed Skating BC 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 facility management to ensure that appropriate and equivalent dressing environments are available to all participants who would prefer not to get dressed in the shared dressing room.

2. Dressing Room Meetings

- a. Speed Skating BC stresses the importance that all participants are treated as valued members of a team. Therefore, when meetings are being held in dressing rooms coaches and club administration should ensure no member is excluded from the meeting due to its location.

3. Use of Showers – Recommended Best Practice

- a. 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.
- b. 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 wear certain “minimum attire” at all times, 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.

4. Rule of Two

- a. To best ensure safety for all participants, the ‘Rule of Two’ should be adopted for all dressing rooms.
- b. 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.

- c. The Rule of Two remains in place when showers are in use.

5. Prohibition on Violent Activities in Dressing Rooms

- a. 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 the club administration to ensure that no such violent behaviour is taking place in dressing rooms or dressing environments.
- b. Should anyone experience maltreatment in violation of this section of the Policy, a complaint may be submitted to SSC's Safe Sport Speakup Line.

6. Prohibition on Recording in Dressing Rooms or Dressing Environments

- a. 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.