



## KVHA Locker Room & SafeSport Policy

In addition to the development of our hockey players and enjoyment of the sport of hockey, the safety and protection of our participants is central to KVHA's goals. KVHA adheres to USA Hockey's SafeSport Program to help protect participants from physical abuse, sexual abuse, and other types of misconduct, including emotional abuse, bullying, threats, harassment, and hazing. These policies are designed to maintain personal privacy as well as to reduce the risk of misconduct in team scenarios. These policies are to be followed at BIGGBY Coffee Ice Cube, Hartland Ice House and any facility where teams travel to play or host team events.

### Cell Phones and Other Mobile Recording Devices

Cell Phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras, **are not permitted in the locker rooms.** Team Coaches and Managers are permitted to collect player phones. If phones or other mobile devices must be used, they should be taken outside of the locker room.

### General Locker Room Rules

There can be no more than 4 years of age between players who are sharing a locker room. Music is allowed in the locker room, but all songs must be the clean version with no obscenities or racial slurs. If a cell phone is being used to play music, it must not be used otherwise. Players should not bring valuables to the rink. The locker room bathroom door and entry doors should both be locked when the players and coaches are on the ice to ensure that belongings are secure.

### Locker Room Monitoring

KVHA has predictable and limited use of locker rooms and changing areas (e.g., 30 minutes before and following practices and games). After getting the key for the locker room, a coach, manager or locker room monitor should conduct a sweep of the locker room or changing area before players enter. If the coaches or monitors are not remaining inside the locker room(s), either a coach or approved team personnel (all of which have been screened) will be posted directly outside of the room during periods of use, and leave the doors open only when adequate privacy is still possible, so that only participants (coaches and players), approved team personnel and family members (where allowed - team rules) are permitted in the locker room. Team personnel will also secure the locker room appropriately during times when the team is on the ice.

It is the policy of KVHA, MAHA and USA Hockey that teams have at least two (2) responsible adults monitoring the locker room during all team events to assure that only participants and screened team personnel or family members are permitted in the locker room, and to supervise locker room conduct. These individuals will be SafeSport certified and background screened to serve in this capacity, in addition to the rostered coaches and managers who are certified and screened as well. Please note that with Co-ed programs, it is important that the person(s) monitoring the locker room is of the same gender as the players being monitored.

It is acceptable to have one (1) locker room monitor immediately outside the locker room and regularly checking in on the locker room if only one is available. If there are two (2) or more monitors, not from the same family, they can monitor from inside the locker room. Having only one person inside a locker room can expose that person to allegations, so a second person can help protect one another from allegations or provide accounts on any reported incidents. Having two member of the same family monitoring the locker room could set up a power dynamic and is not allowed either.

### Parents in Locker Rooms

Except for players in the eight and under (8U) age groups, we discourage parents from entering locker rooms unless it is necessary. If a player needs assistance with equipment, if the player may be injured, or a player's disability warrants assistance, then we ask that parents let the coach know beforehand that he or she will be helping the player. Naturally, with our youngest age groups it is necessary for parents to assist the players in getting dressed. We encourage parents to teach their players as young as possible how to get dressed so that players will learn as early as possible how to get dressed independently. In circumstances where parents are allowed in the locker room, coaches are permitted to ask that the parents leave for a short time before the game and for a short time after the game so that the coaches may address the players. As players get older, the coach may, at his or her discretion, prohibit parents from the locker room.



## **KVHA Locker Room & SafeSport Policy continued**

### **Mixed Gender Teams**

Some of our teams consist of both male and female players. It is important that the privacy rights of all our players are given consideration and appropriate arrangements made.

For eight and under teams who typically have co-ed locker rooms, players should arrive at the rink wearing their hockey base layers or shorts and T-shirts (in good condition - no holes or tears in clothing) under their street clothes. All members of the team must have this minimum attire before entering a co-ed locker room so that no player of one gender can see players of the opposite gender in a state of dress/undress.

At the 10U and older levels, the male and female players should dress/undress in separate locker rooms and then convene in a single locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting and then the male and female players proceed to their separate locker rooms. If separate locker rooms are not available, then the players will take turns using the locker room, or players can come partially dressed for games and finish dressing at a bench inside the rink.

We understand that these arrangements may require that players arrive earlier or leave later to dress but believe that this is the most reasonable way to accommodate and respect all our players.

### **KVHA Team Travel Policy**

KVHA has teams that travel locally, regionally, nationally, or internationally to play individual games, two or three games at a time, or in tournaments. Some teams are limited to only a few events per year, and some teams have no travel other than local travel to and from our own arena. KVHA has established travel policies to guide our teams, to minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's experience while keeping travel a fun and enjoyable experience.

Players and/or their parents/guardians are responsible for making all arrangements for travel to and from team events, including tournaments. It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including, but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable state laws.

The employees, coaches, and/or volunteers of KVHA or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated minor player and should only always drive with at least two players or another adult.

Employees, coaches, and volunteers who are also a player's parent or guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor player (unless the coach is the parent, guardian, or sibling of the player).

If disciplinary action against a player is required while the player is traveling without his/her parents, then except where immediate action is necessary, parents will be notified before any action is taken or immediately after the action.

No coach, manager, or chaperone shall at any time be under the influence of alcohol or drugs while performing their coaching and/or team duties.

### **Private and Adult Interactions**

There should be no private, one on one interactions between a coach or manager and a minor participant at any time or in any setting. Any meetings with a minor participant and a coach or manager shall require an additional responsible adult, or parent, in attendance.

To best protect athletes from abuse or misconduct in our sport, it is critical that parents of minor athletes are familiar with the policies of USA Hockey and monitor to help ensure that interactions between their children and adults follow the rules and regulations. USA Hockey strongly encourages parents to watch the training and make their children aware of the USA Hockey SafeSport Program policies concerning interactions between adults and minors. Parents should not permit their children to participate in interactions that are not in compliance with USA Hockey SafeSport policies.

Parents should, and all adult members of USA Hockey are required, to report violations of the USA Hockey SafeSport Program policies as set forth in the USA Hockey SafeSport Program Handbook.

[WWW.USAHOCKEY.COM/SAFESPORTPROGRAM](http://WWW.USAHOCKEY.COM/SAFESPORTPROGRAM)



## KVHA Locker Room & SafeSport Policy continued

### No Tolerance Policy and SafeSport Reporting

All coaches, team managers and administrators are required to complete SafeSport training as a condition of their participation in USA Hockey programs. Players who are turning 18 year of age are also required to complete this.

Parents are strongly encouraged to complete the training online at [www.usahockey.com/safesporttraining](http://www.usahockey.com/safesporttraining).

KVHA has a no tolerance policy for physical, sexual, and emotional abuse, bullying, threats, harassment, and hazing. Participants, employees, or volunteers may be subject to disciplinary action for violation of these policies, for failure to report a known incident, or for engaging in any misconduct or abuse that violates the USA Hockey SafeSport Policies.

The USA Hockey reporting policy requires that every employee or volunteer of any USA Hockey member program must report (1) actual or perceived violations of the USA Hockey SafeSport Program Handbook, (2) any violations of the sexual abuse, physical abuse, emotional abuse, bullying, threats or harassment, or hazing policies, and

(3) suspicions or allegations of child physical or sexual abuse to the appropriate USA Hockey representatives; additionally, in all cases involving suspicions or allegations of child physical or sexual abuse, every employee or volunteer of USA Hockey member programs must also report to the appropriate law enforcement authorities.

If USA Hockey receives a report of physical or sexual misconduct involving a minor, USA Hockey will make a report to the proper authorities.

USA Hockey's Reporting Policy provides for:

1. Confidentiality for the victim, complainant, and accused perpetrator (all to the extent permitted by law)
2. The ability to file reports anonymously.
3. "Whistleblower" protection for persons that make reports in good faith
4. Potential disciplinary action for making reports in bad faith

**Reports of any actual or suspected violations should be reported to USA Hockey via online submission at [usahockey.com/safesport](http://usahockey.com/safesport), via email to [SafeSport@usahockey.org](mailto:SafeSport@usahockey.org), or by calling 1-800-888-4656.**

### Responding to Abuse & Other Misconduct

USA Hockey and its member programs respond to allegations of abuse or misconduct according to the provisions of USA Hockey Bylaw 10, which provides for a disciplinary process that must be followed in connection with suspension or other discipline of an individual, team or organization or others within the authority of USA Hockey. By following the process, USA Hockey provides a fair and reasonable process for handling reports of abuse or misconduct by members.

Upon a report or other notice of credible information or allegations, USA Hockey, its affiliates, or local programs will investigate and/or disciplinary proceedings to determine the appropriate discipline that may be imposed. *USA Hockey and KVHA shall not conduct any investigation of, or hearing procedure, in response to allegations of child physical or sexual abuse if it in any way interferes with a pending legal investigation or criminal prosecution.*

In some cases, disciplinary action may include a "summary suspension" in which the accused person is suspended prior to and pending a hearing. Summary suspension is intended for those situations in which an individual's continued employment, membership or participation poses a risk of ongoing physical or emotional harm. In other cases, it is most appropriate for the USA Hockey program to provide notice to the accused followed by a hearing to assess whether discipline should be imposed. In all cases, disciplinary procedures and actions must be proportionate, reasonable, and applied fairly and equally.