

Ontario Hockey Dressing Room Policy

Education Session



Agenda

- 1. Education on inclusion from TransFocus**
 - Introduction of Kai Scott
- 2. Education on the Ontario Dressing Room Policy**
- 3. Question and Answers Period**

Benefits of Dressing Room Inclusion in Hockey

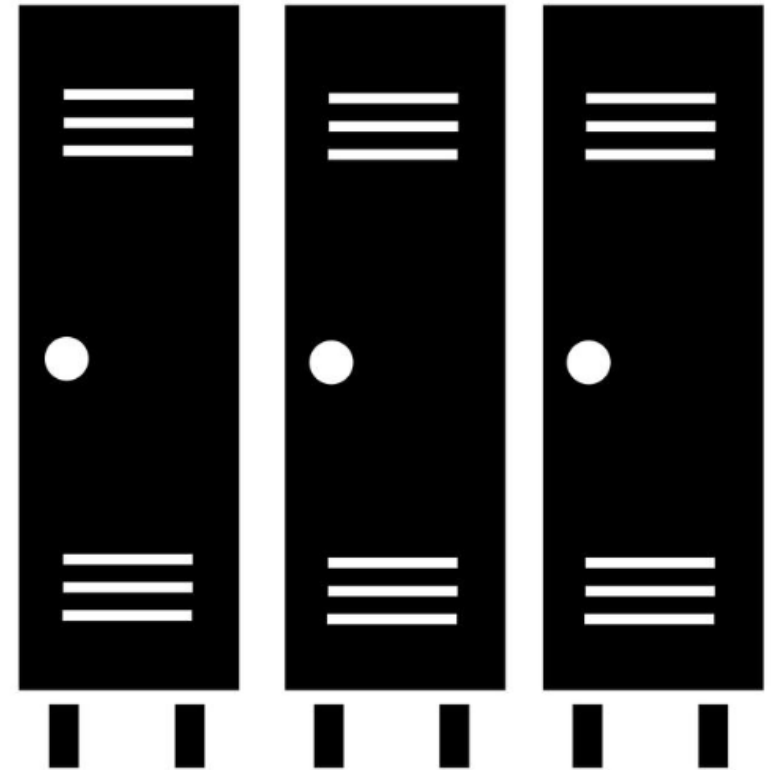
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Winter 2024

Dressing rooms ...

- ... should be **safe for everyone**
- ... are **critical** to accessing hockey
- ... are **team places**

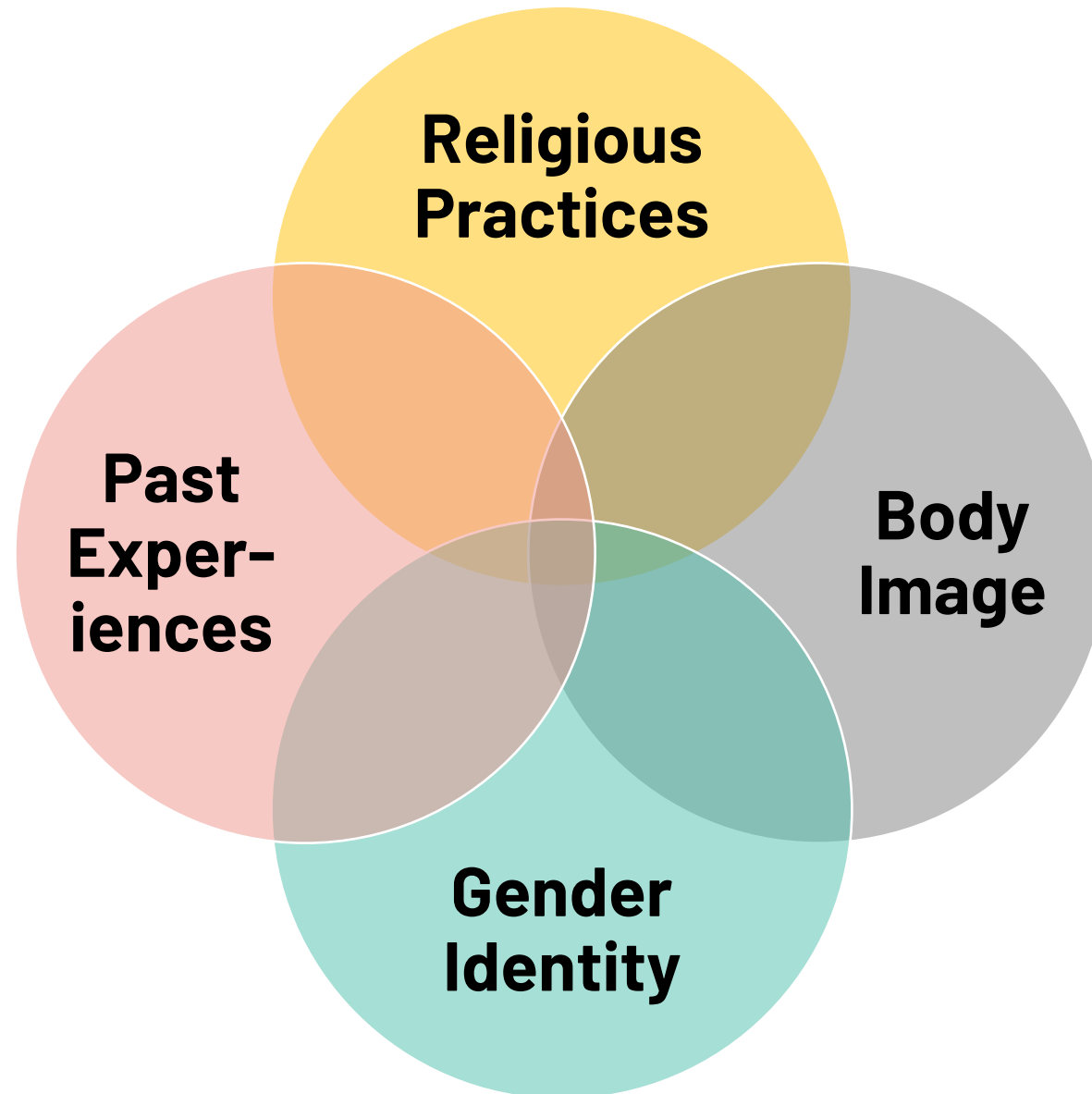


Why is this important?

- This is a **human rights** issue
- Advances **equity + inclusion**
- Aligns with **best practices** at other orgs



Multiple Needs



Why Min Attire?

- Privacy is **increasing need**, especially among youth
- Many **existing facilities** have limited options
- Min attire is quick way to **address lack of privacy**



Tough Trade-offs



73% of
participants not
safe to come out
to teammates


Source: Denison and Kitchen 2015
N = 7,000

Benefits of Min Attire


- Individual **comfort**
- Reduce need to **come forward**
- Limits participant **isolation**
- Fewer **accommodations**
- Easier to implement **Rule of 2**

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DRESSING POLICY HISTORY

- OHF Human Rights Mediated Settlement 2009 – COED Dressing Room Policy Implemented
 - Core principle - inclusion of both genders in the dressing for all team activities – individuals get to base layer.
 - Only required when there is a mixed gender team.
- Ontario adds Gender Identity and Expression to the Human Rights Code in 2012
 - Solidifies details in a policy in April 2014 that required equal access to dressing rooms based on gender.
- Policy on Dressing Room Supervision is Implemented in 2013
- Human Rights Mediated Settlement 2016 – Multi-Gender Dressing Room Policy Implemented
 - Core principle – inclusion of multi-genders in dressing room for all team activities – individuals get to base layer.
 - Confidential accommodation requirement and mandatory implementation on request.
 - Coaches are asked to be proactive in creating safe dressing room spaces and provided education.
- Canada passes Bill C-16 in June 2017 – provides equal rights based on gender.
- Hockey Canada adopts a Gender Policy and Dressing Room Policy in June 2023, modified in September 2023 and Education is launched.
- Ontario Members identify differences after education session in October 2023.
- Ontario Members work with Hockey Canada and a Human Rights Lawyer to ensure compliance with: a) 2016 settlement; and b) Hockey Canada Policy. Done between November 20, 2023 to December 21, 2023.

HC POLICY vs ONTARIO POLICY 2024-01

HOCKEY CANADA POLICY

- Minimum Attire – defined and requirement for every Minor Hockey Association Team
- Accommodation request are encouraged and not necessarily confidential
- Rule of Two is stricter on screening of non-Team Officials, everyone must be screened
- Showering with bathing suit on is a recommendation

ONTARIO MEMBERS POLICY

- Minimum Attire – definition clear and expanded, requirement for every Minor Hockey Association Team.
- Methods to get to Minimum Attire expanded to be more practical.
- Implementation is determined by each team based on their specific situations allowing flexibility.
- Accommodation request are mandatory and must be confidential per requesting individual
- Dressing Room Supervision follows the Member Policy in Place
- Showering structure must be put in place by each team that has an accommodation request or multi-genders on team.

OHF POLICY vs ONTARIO POLICY 2024-01

ONTARIO MEMBERS POLICY CURRENT

- Minimum Attire – implemented on an accommodation request confidentially by each team

ONTARIO POLICY NEW

- Minimum Attire – defined and requirement for every Minor Hockey Association Team

THE WHY OF MINIMUM ATTIRE (Min. Clothing)

- The dressing room is a place for team activities and should be a safe place for all participants.
- The dressing room area is free of open nudity to allow every individual the comfort level depending on their individual comfort with nudity for whatever reason.
- Participants won't need to feel isolated or fear their personal feelings in the dressing room.
- Minimum attire provides a confidence level for dressing room supervision that minimizes exposure of coaches to nudity of youth players.
- Minimum attire will not be intrusive to the experience once clarified but easily achievable in all facilities.
- Bathing suit recommendation has been a common-sense approach for years with program levels that are beginning to shower and don't feel comfortable being nude in front of peers.

THE WHAT OF MINIMUM ATTIRE (Min. Clothing)

Minimum Attire:

This is clothing or a base layer that covers the pelvic region (ideally coverage would be from waist to upper thigh but, at a minimum there needs to be coverage of the buttocks and genitalia) and the chest area of the participant.

Ideally Minimum Attire above the waist should include clothing or a base layer covering most of the body between the neck and the waistline, it must, at a minimum, include clothing that covers most of the upper torso, such as a sports bra.”

THE HOW OF MINIMUM ATTIRE (Min. Clothing)

It is the responsibility of all coaches and team staff to instruct players regarding the Minimum Attire and ensure that players have methods including but not limited to:

1. Arriving at the rink wearing Minimum Attire
 - A. Wearing half equipment depending on age.
 - B. Wearing underwear (boxer briefs or compression shorts) and undergarment under clothes.
 - C. Not placing requirements of clothing that may inhibit minimum attire (i.e. suits)
2. Utilizing an appropriate private space to change to Minimum Attire (i.e. private restroom stalls, empty dressing room, etc.); or
3. Using a towel to cover up while changing into Minimum Attire.
 - A. Wrap towel around to remove used underwear and replace with new underwear.

PROACTIVE APPROACH

Increasing Awareness and Understanding

- **Anticipate barriers to inclusion and equity and take actions to address them to the best of your ability such as:**
 - Create a code of conduct for your team that includes information on the Ontario Dressing Room Policy and the process required to seek request accommodations and communicate to the Players and Parents/Guardian; or
 - Amend your team's current code of conduct to include information on the Ontario Dressing Room Policy and the process required to seek accommodations.
- **Raise awareness about the policy by:**
 - Taking 10 minutes of a pre-season talk with parents/guardians to discuss the Ontario Dressing Room Policy
- **Taking 10 minutes of a pre-season talk with Players to talk about the Ontario Dressing Room Policy when discussing respect and anti-bullying.**

DRESSING ROOM SUPERVISION

- Dressing Room Supervision Policy
 - Members have current policies in place that will be the application within your Member.
- Core Principles
 - two team or club/association officials, properly screened;
 - one such official and an adult person associated with the team that is screened; or
 - in emergency situations once such official and an adult person associated with the team.

ACCOMMODATION REQUESTS

- Minimum Attire does not remove the requirement to address accommodation request confidentially. Players may still not feel comfortable in the dressing room even with Minimum Attire in place and have the option to make an accommodation request.
- If a coach or association receive an accommodation request, they are to handle the request as follows:
 - Ensure all participants are aware of process within team to submit an accommodation request (place in your team policies).
 - Receive accommodation request in writing maintain confidentiality.
 - Establish a meeting with the individual making request and their support personnel.
 - Establish a viable accommodation that does not create undue hardship.
 - If support is required contact your Member.

NEXT STEPS MOVING FORWARD

- ✓ **January 10, 2024 6:00pm** – HEO, HNO and OHF will host collective education and Q & A sessions for coaches.
- ✓ **January 15, 2024 12:00pm** – HEO, HNO and OHF will host collective education and Q & A sessions for coaches.
- **January 18, 2024 6:00pm** – HEO, HNO and OHF will host collective education and Q & A sessions for coaches.
- **January 19, 2024 12:00pm** – HEO, HNO and OHF will host collective education and Q & A sessions for coaches.
- **January 21-28, 2024** – finalized FAQs and implementation guidelines. Final release of support information and continue ability for coaches to elevate any questions that arise as they implement.
- **February 1, 2024** – Implementation.

