



# Risk and Safety

## Home•Risk and Safety•Locker Rooms

- [KMLA Locker Room Guidelines](#)
- [Say NO to Locker Room boxing](#)
- [KMLA Policy for Electronic Devices in Locker Rooms](#)
- [Co-Ed Locker Room Policy](#)
- [Bullying and Harassment](#)

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## KMLA Locker Room Guidelines

### Supervision

Team Staff have supervision obligations related to players in the dressing rooms before and after games and practices. Lacrosse BC mandates that players are to be supervised before and after all games and practices. In particular, parents and coaches are to be reminded of the “two deep method” of supervision which requires the presence of at least two adults in the dressing room at all times.

We recognize that the supervision requirements for each team are unique, however it is imperative that team staff work together with parents to develop a supervision strategy that complies with the BC Lacrosse policy

Within the Locker Rooms and arenas, all KMLA members should:

- Ensure that as team officials, KMLA members and as parents you establish strict rules against horseplay in the Locker room, that the Locker room floor is free from debris.
- If you work with a team that includes both males and females, ensure that any separate Locker areas are safe and supervised.

Know the location of all fire exits, first aid/treatment rooms and First Aid Kits within every arena facility.

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## Say NO to Locker Room boxing

A new type of violence has found its way into amateur Lacrosse and is cause for great concern within minor Lacrosse in Canada. Locker Room boxing is an activity that takes place when players put their helmets and gloves on with the intention of punching each other in a vicious manner – often in the head area.

KMLA does not condone this type of behavior or any other type of fighting between players either on or off the floor/ field. With increased awareness and education concerning concussions in sport, it is becoming more apparent that any type of blow to the head area has the potential to cause severe injury regardless of whether or not a player is wearing a helmet. Concussion injuries can cause lengthy loss of playing time and end players' careers, and recent evidence suggests that the cumulative effects of multiple concussions can have a detrimental effect on the lives of young athletes in the long term.

Coaches and team leaders are asked to work to eliminate this type of behavior both in the Locker room and in areas where this behavior can potentially occur by implementing prevention plans and team rules against Locker Room boxing and fighting and by clearly defining these to all coaches, team managers, trainers and parents throughout the season. This, combined with player and parent education with respect to concussions, will help to eliminate this type of behavior.

Another significant component of preventing this type of behavior in the Locker room, or during any team function, is proper team supervision. KMLA stresses the importance of players being supervised at all times during team activities to help ensure a safe environment. The Speak Out program outlines in detail important steps that must be taken to ensure adequate supervision of players.

KMLA asks all involved with the game in leadership roles to assist in ensuring that these types of behaviors are eliminated and Lacrosse continues to offer a safe, fun and positive experience for all involved.

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## KMLA Policy for Electronic Devices in Locker Rooms

Electronic Devices include but not limited to – Cell Phones, Smart Phones, Cameras, Camera Phones

Technology advancements have allowed cell phones to carry new functions – such as cameras that allow users to secretly photograph objects in front of them while appearing to dial a number. The ability to snap photos without others knowing has raised significant concerns for members within our Association.

The potential exists for deviant behavior of camera-phone users photographing others undressing and showering in change rooms. Cell phones already take better pictures than most video cameras; cell phones eliminate the evidence (send it somewhere else), rather than storing it where it can be easily found; unlike video cameras, cell phones don't require disguises or excuses to be brought into such sensitive areas as change rooms, bathrooms etc.

If someone uses a device in this way and takes a photo and puts it on the Internet, it's a violation of personal privacy and will not be tolerated by the KMLA.

Therefore, the following policy will take effect immediately:

**The use of any form of *Camera, Video Camera, Camera Cell Phone or Personal Digital Assistant (PDA)* is prohibited in or around any recreational facility change room, during any KMLA sanctioned event.**

Further, it is highly recommended that players do not even bring a digital device into the change rooms, however it is understood by KMLA that this is not always possible. With that, Coaches are encouraged to have a "lock box" for players to drop phones into when they enter the change room, with the devices being returned when the player leaves.

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# Co-Ed Locker Room Policy

The Co-ed Locker Room policy attempts to balance the social integration and camaraderie of a team sport while providing a safe and respectful environment for all of our participants..

At the **9U/ Novice or below**, mixed genders may change in the same room at the same time with the presence of two adults.

Teams at the **11U/ Peewee level and higher** are to utilize the following procedures:

- When separate change areas or facilities exist for both male and females participants, males and females shall make use of these separate facilities. It is the responsibility of the coach to ensure all players are involved in both the pre-game and post-game activities.
- If the facility does not have separate change areas available, teams shall address the issue by having the players dress, undress and shower in shifts. It is the responsibility of the team to ensure the safety of individual players when they are dressing, undressing and showering.
- If options 1 and 2 are unavailable, not possible or unmanageable, then individual teams shall be free to relax these rules/guidelines to address the needs of all participants if the team agrees with an alternate plan.
- For a co-ed Locker room arrangement to exist at the **Peewee Level or higher**, teams may identify an alternate arrangement provided:
  - it provides a safe and manageable sporting environment; and
  - there is acceptance of the arrangement and signed consent by ALL parties involved including coaches, team officials, players, parents/ guardians and the association/league; and
  - a copy of the alternate arrangement along with all supporting Documentation be forwarded to the KMLA Coordinator of Risk and Safety Management for review.

**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. KMLA would consider it acceptable to have one (1) locker room monitor immediately outside the locker room and regularly checking in on the locker room. If there are two (2) monitors then 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**

# Bullying and Harassment

**KMLA recognizes that all youth in our association have the right to play lacrosse in a positive environment and to feel safe. Accordingly, our association is committed to ensuring that:**

- Respect is always shown
- Bullying will not be accepted or condoned
- Everybody has the responsibility to work together to stop bullying
- Player should know who will listen to and support them and how to access help
- Any reported incident of bullying or harassment will be investigated objectively and will involve listening carefully to and supporting all those involved

## **Definition of Bullying:**

Bullying is recognized and defined as deliberately hurtful behavior usually repeated over a period of time where it is difficult for those bullied to defend themselves.

Bullying may take place during practices and/or tournaments and may continue beyond Thunder supervised programs via social media. It can take many forms but the three main types are:

**Physical** – examples include kicking, punching, hitting, spitting, biting, tripping, theft or destruction of property and team kit.

**Verbal** – examples include threatening consequences, spreading rumors, name calling, teasing, making sexual, racist or sectarian remarks, highlighting physical appearance or sporting ability.

**Emotional** – examples include (often non-verbal) isolating an individual from the activities and social acceptance of other team members, ignoring or excluding individuals, talking behind their backs, staring, writing unpleasant notes/letters/graffiti, writing letters/ text messages or comments on social media and internet sites.

**Bullying is not an acceptable behavior towards anyone within KMLA including children/coaches/volunteers/parents and will not be tolerated. Anyone found to be bullying others will be dealt with seriously both in regards to the behavior exhibited and reasons for the behavior.**

**The coach(es)/manager(s)/Club Executive will decide on the sanction to be levied and include: verbal warning, written warning, temporary ban from practices or tournaments, permanent ban from KMLA.**