

Newmarket District Ringette Association (“NDRA”) Change Room Policy

Purpose

The NDRA is committed to providing an environment in which all individuals are treated with respect. This includes change rooms used by NDRA teams for the purpose of changing into ringette equipment. To this end, change rooms should be safe, inclusive, and equitable environments for all players, where the privacy of the players is respected. This policy is intended to outline the rules that apply to the use of change rooms by NDRA teams.

Application

This policy applies to all teams playing in the NDRA where there are minor age players on the team (*i.e.*, from Fun 1 to U19), and applies to any Change Room (defined below) being used by an NDRA team, regardless of location. This policy supplements the *Code of Conduct*, *Grievance and Appeal Policy*.

Definitions

“**Change Room**” means any room or enclosed space that is used by an NDRA team for the purpose of changing into, or out of, ringette equipment.

“**Rule of Two**” means the Ringette Ontario Rule of Two guideline which states that two Team Staff, or a Team Staff and another adult are required to be present when interacting with a team player (*i.e.*, interactions between one Team Staff and a player are to be avoided unless it is a medical emergency).

“**Team Staff**” means the head coach, assistant coach(es), trainer(s) and manager(s).

Policies and Procedures

1. **Minimum Attire** – Where possible, players should comply with the “minimum attire” guideline set out by Ringette Canada. This means players should arrive at the Change Room already wearing a base layer (*e.g.*, sports top or sports bra, and shorts, compression shorts or tights.) If this is not possible, the player should use a cubicle or other private space to change into their base layer. Players should not be in a state of undress in the open or common areas of the Change Room.
2. **Gender** – For teams that are U12 and older, where a player’s gender or gender identity is different from the majority of the players on the team, that player shall be provided a separate Change Room for the purpose of changing into, and out of, their ringette equipment. If it is not possible to provide a separate Change Room, the player shall be provided with a separate enclosed changing space that provides sufficient privacy.

3. **Change Room** – Subject to the exceptions outlined in Section 4 below, the following rules apply to the Change Room:
 - a. Only players on the team that is using the Change Room are permitted to be in the Change Room while the team is changing into, or out of, their ringette equipment and jerseys. During this time, it is strongly recommended that a Team Staff member remain outside the Change Room door in case there is a medical emergency, and also to ensure that only players enter the Change Room, and that no improper conduct is occurring within the Change Room (including, but not limited to, bullying, harassment, discrimination, etc.) If a Team Staff member is not available to do this, then a Board member, or a parent volunteer may do this.
 - b. Prior to the game, practice or on ice event: Once all players are finished putting on their ringette equipment, Team Staff may enter the Change Room. At least one member of the Team Staff present in the Change Room must be a female and the Rule of Two must be observed.
 - c. After the game, practice or on ice event: Team Staff may enter the Change Room prior to when the players start changing. Once the players start changing, no one other than the players may be in the Change Room. When all players are finished changing, Team Staff may again enter the Change Room. At least one member of the Team Staff present in the Change Room must be a female and the Rule of Two must be observed.
 - d. For clarity, former players, parents or guardians, siblings and friends of players are not permitted in the Change Room while the players are changing into, or out of, their ringette equipment.
4. **Exceptions** to Section 3 above:
 - a. A medical emergency or an injury where assistance is required – Team Staff and the parent or guardian of the player may enter the Change Room.
 - b. Fun 1, Fun 2 and Fun 3 – parents and guardians are permitted to enter the Change Room for the purpose of assisting the players with their equipment.
 - c. Where a player is changing in a separate Change Room or enclosed changing space, either under Section 2 (Gender) or under Section 6 (Accommodations), the parent or guardian of the player may remain with the player in the Change Room or changing space provided there are no other players in the Change Room or changing space. If there is more than one player changing, then the rules outlined in Section 3 apply unless the players are siblings.
5. **Showers** – The following rules apply to the use of showers in the Change Room:
 - a. Where the shower is in an open space, a player using the shower must have minimum attire on while in the shower.
 - b. Where the shower is in a private space, a player must have minimum attire on when they re-enter the common or open area of the Change Room.

6. **Cell Phones and Other Electronics** - For guidance on cell phones and other electronics usage in the Change Room, please refer to the guidelines provided by the policies of the applicable arena.
 7. **Accommodations** – If a player requires an accommodation based on individual circumstances, the player or their parent or guardian should contact the parent representative at parentrelations@newmarketringette.ca. Accommodation requests will be addressed on a case-by-case basis, and in a manner consistent with the Purpose stated above.
 8. **Consequences** – To ensure the privacy of, and to protect, all players, the following consequences will be enforced for non-compliance with this policy.
 - a. First Offence - Written warning provided to the individual(s)
 - b. Second Offence - The individual(s) will no longer be permitted in the Change Room at any time
 - c. Third Offence - The individual(s) will no longer be permitted in the Change Room at any time and will be banned from attending the next three home games in any capacity for the team affected
 - d. Fourth Offence - The individual(s) will be banned for one year from all NDRA events
 9. **Questions or Concerns** – If there are any questions or concerns about this Policy, including the application and enforcement of the Policy, the concerned party should contact the parent representative at parentrelations@newmarketringette.ca or the vice president at vicepresident@newmarketringette.ca.
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Date: November 2023

Review: This policy may be reviewed and revised by the NDRA Board of Directors at any time, and must be reviewed on an annual basis prior to the start of each season.