

HNB Dressing Room Policy

Amended October 14, 2004

At Hockey New Brunswick's 2003 Annual General Meeting, a notice of motion was accepted by its membership to adopt and enforce the Hockey Canada Co-ed Dressing room policy. This policy as it exists in the Hockey Canada Bulletin 01/28 was approved by the Hockey Canada Board of Directors:

1. When separate facilities exist for both male and female participants, males and females shall make use of these separate facilities.
2. If the facility does not have separate changing areas available, players shall address the issue by dressing, undressing, and showering in shifts. It is the responsibility of the team to provide a plan that will ensure the safety of individual players when they are dressing, undressing and showering.
3. This agreement is a minimum method of resolving the issue.
4. Individual teams shall be free to relax these rules/guidelines to best address the needs of all participants if the team agrees with an alternate plan.

Where a team cannot agree on an alternate plan as set out in section 4, the player of an under-represented gender may insist on the application of the following policy:

- **A Statement of Intent:** The HNB and its local Associations are committed to the equal participation of male and female players at all levels of league play and in furtherance of this goal will, implement policies to ensure protection of the reasonable intimacy and safety of all players while ensuring equal access for all players to coaching time and team participation.
- **Dress Code:** in teams made up of players of both genders, the changing rooms will be supervised by coaches and assistants, male players shall not undress to less than a minimum of boxer shorts and female players to less than a minimum of shorts and a t-shirt while players of the other gender are present;
- **Showering:** in teams made up of players of both genders, players of the under-represented gender must be able to have access to the shower facilities and exit the change room prior to the rest of the players having access to the shower facilities.

At Hockey New Brunswick's 2017 Fall Meeting, an amendment is proposed to the Board of Directors adopt a Transgender dressing room policy statement(s) within the HNB Co-Ed Dressing Room Policy.

Background: All players have the right to participate fully within HNB in accordance with its By-Laws, Regulations, and Policies. To do so, Minor Hockey Associations with guidance from HNB are responsible for working proactively to ensure all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing all barriers to participation. This includes anticipating and removing barriers for players protected under one or more of the aforementioned grounds (e.g., gender identity and disability).

A Statement of Intent: All players have the right to utilize the dressing room in accord with their gender identity and gender expression, and that meets their individual needs. This is the case regardless of the player's age, legal name, sex/assigned sex, or gender markers on identification documents. For the comfort of all participants, it is recommended that players communicate to team officials their intentions at the earliest opportunity. This may mitigate potential concerns, seek opportunities and open communication. If, due to building constraints and despite the best proactive efforts of the Minor Hockey Association, if a dressing room that meets a player's individual needs is unavailable, it is the responsibility of the Minor Hockey Association, with guidance from HNB, to work in collaboration with the player to find an appropriate and equivalent changing area.

Dress Code: With respect to gender identity and gender expression, a player has the right to utilize the dressing room or appropriate and equivalent changing area that the player considers to be most safe, inclusive, and reflective of their gender identity and gender expression, and transition status. As such, the changing rooms will be supervised by coaches and assistants. In the event of a transgender participant on a team, all players shall not undress to less than a minimum of undergarments (ex – t-shirt and shorts) for both male and female participants.