

## Memorandum of Understanding

# Co-Ed Dressing Room Policy

In response to a recent complaint, the ODHA and Hockey Canada participated in a mediation session with the Ontario Human Rights Commission. Results of the mediation session proved to be very positive and assisted in direction for our membership in working this policy.

At the Atom level and below, mixed genders may change in the same room at the same time with the presence of two adults. Teams at the Pee Wee level and higher are to utilize the following procedures.

1. 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.
2. 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.
3. If options 1 and 2 are unavailable, not possible or unmanageable, than 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.
4. For a co-ed dressing room arrangement to exist at the Pee Wee Level or higher, teams may identify an alternate arrangement provided:
  - a) it provides a safe and manageable sporting environment; and
  - b) 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
  - c) a copy of the alternate arrangement along with all supporting Documentation be forwarded to the ODMHA and ODHA Director's of Risk and Safety Management for review.

Direct questions and/or comments to [risk-safety@odha.com](mailto:risk-safety@odha.com)