

Ice Factory's Locker Room Policy

In addition to the development of our players and enjoyment of the sport of hockey, the safety and protection of our participants is central to Ice Factory's goals. Ice Factory adheres to USA Hockey's SafeSport Program to help protect participants from physical abuse, sexual abuse, and other types of misconduct, including emotional abuse, bullying, threats, harassment, and hazing.

To help prevent abuse or misconduct from occurring in our locker rooms, Ice Factory has adopted a new locker room policy. This policy is designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms.

We offer 8 locker rooms for our program's use, six of which have their own restrooms and showers. Some teams may also travel to play games at other arenas - those locker rooms, restrooms, and shower facilities will vary from location to location. Ice Factory's team organizers will attempt to provide information on the locker room facilities before away games. At unfamiliar arenas, parents should plan extra time and flexible arrangements for their child to dress, undress, and shower.

Locker Room Check Out Process

The Ice Factory will require a team representative (coach, team manager, team captain, etc.) to take responsibility for the locker room during events. Stick & Puck, Drop-in Hockey, and Learn to Play sessions are exceptions – locker rooms will be open for these.

- The team representative will be required to check out the locker room key using car keys. We do not accept driver's licenses, house keys, or other collateral.
- Locker rooms are to remain locked unless opened for an event not requiring a key checkout.
- Locker rooms are inspected before the start of the functions for the day, then will be inspected a second time after each use.
- When a team is done in the locker room and the last person is out of the room, the team representative will alert the front desk, at which point a staff member will inspect the locker room for damage and cleanliness.
- Once the locker room has been inspected, the front desk will exchange the locker room key for the team representative's car keys (collateral).

If a representative needs to leave before the end of the function, they will need to trade collateral with a replacement representative. We will not permit a team to possess a locker room key without collateral.

Cleanliness

Locker rooms are inspected for cleanliness and damage before the first event of each day. Teams are expected to clean up and return the locker room in the same condition as it was provided them, including throwing away tape balls and trash appropriately. If the locker room is not returned in satisfactory condition, we will request the team representative to return the locker room to the original condition, or pay a cleaning fee.

Property Damage

The Ice Factory will require reimbursement from those responsible for damage to the locker rooms or any other property being used by an association/team. Those responsible for the damage must pay for the costs of the repairs and any lost Ice Factory revenue due to affected usability.

Equipment & Training Devices:

Use of sticks, balls, pucks and other training devices in the locker room and locker room hallway are prohibited unless expressed permission provided by the Hockey Director or General Manager. Sticks should be placed in the provided stick racks.

Locker Room Monitoring

Ice Factory offers a limited use of locker rooms and changing areas (generally 30-45 minutes before and after events). This allows for direct, regular monitoring of locker rooms. While constant monitoring inside of the locker rooms may be the most effective way to prevent problems, we understand that this could make some players uncomfortable and may even place our staff at risk for unwarranted suspicion. We will conduct a sweep of the locker rooms and changing areas before players arrive. If the coaches are not inside the locker rooms, either a coach or a screened voluntary locker room monitor will be posted directly outside of the locker rooms. Doors will remain open only when adequate privacy is still possible. Only coaches, players, approved team personnel, and family members are permitted in the locker room. Team personnel must secure the locker room appropriately when the team is on the ice.

Parents in Locker Rooms

Except for younger players, we discourage parents from entering locker rooms unless it is truly necessary. If a player needs assistance with their gear, is injured, or has a disability that warrants assistance, we ask that parents let the coach know beforehand that they will be helping the player. For our youngest age groups, it is necessary for parents to assist the players getting dressed - however, we encourage parents to teach their players to get ready independently as young as possible. In circumstances where parents are allowed in the locker room, coaches are permitted to ask that the parents leave for a short time before and after the game so that the coaches may address the players. As players get older, the coach may prohibit parents from a locker room at their discretion.

Mixed Gender Teams

Some of our teams consist of both male and female players. It is important that the privacy rights of all players are given consideration and appropriate arrangements are made. Where possible, Ice Factory will have the male and female players dress/undress in separate locker rooms, then convene in a single locker room before the game or team meeting. Once the game or practice is finished, the players may come to one locker room for a team meeting, then the male and female players will proceed to separate locker rooms to undress and shower, if available. If separate locker rooms are not available, players will take turns using the locker room to change. We understand that these arrangements may require that players arrive earlier or leave later to dress, but believe that this is the most reasonable way to accommodate and respect all players.

Cell Phones and Other Mobile Recording Devices

Cell phones and other devices with voice, photo, or video recording capabilities are not permitted while inside the locker rooms. If phones or other devices must be used, they must be taken outside of the locker room. A team manager may collect phones at their discretion.

Lost Property

The Ice Factory assumes no responsibility for any lost or stolen items in the locker rooms. We highly recommend to place valuables in the coin operated lockers, located in the facility lobby. Teams are responsible for locking the door to the locker room while on the ice to prevent unauthorized entry.

Alcohol

In accordance with the licensing requirements for the State of Florida, possession and/or consumption alcohol not purchased from the facility is prohibited. Violation of this policy may result in expulsion from the facility.

Prohibited Conduct and Reporting

Ice Factory prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment and hazing, as described in the USA Hockey SafeSport Handbook. Participants, employees, or volunteers in Ice Factory may be subject to disciplinary action for violation of these locker room policies or for engaging in any misconduct or abuse or that violates the USA Hockey SafeSport Policies. To report any actual or suspected violations, email SafeSport@USAHockey.org or call (800) 888-4656.

<https://icefactory.sharepoint.com/sites/IceFactoryManagers/Shared Documents/Policies/Locker Room Policy.docx>