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TO: All Hockey Nova Scotia members
FROM: Hockey Nova Scotia Risk Management Committee
DATE: November 4, 2019

SUBJECT: Dressing room supervision and social media

Over the past decade, teams at various levels within our branch have used social media to promote their programs.

While we applaud this celebration of our game and our teams, we have become increasingly concerned with the growing prevalence of inappropriate photographs from the dressing room on social media. These dressing room photos have been shared from both team and individual team member accounts.

It is our position that photos taken in the dressing room fall under our Dressing Room Supervision and Social Media Policy and should be stopped immediately.

Any photos that are taken must be in good taste and children must be fully-clothed.

On the next page, you will find the full details of our Dressing Room Supervision Policy.

We appreciate your cooperation on this serious matter.

Sincerely,

Risk Management Committee
Hockey Nova Scotia

SECTION R: Risk Management: Dressing Room Supervision HNS Risk Management Dressing Room

HOCKEY NOVA SCOTIA DRESSING ROOM SUPERVISION POLICY

The following is the Hockey Nova Scotia Policy with respect to the Supervision of Minor and Female Hockey dressing rooms.

Hockey Canada (HC) and Hockey Nova Scotia (HNS) work diligently to protect all participants from all forms of Bullying, Harassment and Abuse whether Emotional, Physical or Sexual. HC and HNS consider any form of Bullying, Harassment and Abuse to be totally unacceptable and will do everything possible to prevent this behavior from taking place within all Minor and Female Hockey dressing rooms. To this end, HC/HNS will promote awareness of all forms of Bullying, Harassment and Abuse by providing Educational materials and Programs for Participants, Parents, Coaches, Volunteers and Staff members.

It is the Policy of HC/HNS that there shall be no Bullying, Harassment, or Abuse permitted whether Physical, Emotional or Sexual of any Participants in any of the HC/HNS Programs. HC/HNS expects every parent, coach, volunteer and staff member to safeguard the welfare of all participants and to protect them from any form of violence, abuse or exploitation.

To that end, HNS requires all Coaches/Bench staff and member Minor Hockey Associations to provide supervision for all Minor/Female Hockey dressing rooms before, during and after all games and practices. HNS requires that Minor/Female players should be supervised at all times, HNS requires MHAs/ Coaches to follow the "Two Deep Method" of supervision recommended by Hockey Canada. A lone personnel member should never be in the dressing room with players at any time, especially when players are showering or changing: two adults should be present together, this is called the "Two Deep Method" of supervision. Supervising personnel must be members of the team staff or adults who have completed either "Speak Out" or the "Respect In Sport" for volunteers and have submitted their record checks [CAR & CRC] to their MHA. Parents of all players should be made aware of the "Two Deep Method" and avoid letting their children into unsupervised dressing rooms.

All Minor Hockey Associations within HNS are required to develop a Dressing Room Supervision Policy that supplements this HNS policy and this it is to be to be communicated to all members within that Association.

Failure to comply with this HNS Policy will result in Disciplinary action being taken by the appropriate HNS Council through the HNS Discipline Co-ordinator. A first Offence will result in a letter of reprimand being issued to the Head Coach and copied to the team's Minor Hockey Association. A Second Offence will result in an Indefinite Suspension being issued to the Head Coach and an investigation being conducted by the appropriate HNS Council.

The intent of this Policy is to ensure the Safety of all participants in the Minor and Female Hockey Programs within HNS.