



NBSC Dressing Room/Changing Area Policy

Purpose

The North Bay Skating Club (NBSC) is committed to providing a safe, respectful, and inclusive environment for all members. Dressing rooms are shared spaces that require conduct consistent with the Skate Canada Locker Room/Changing Area Guideline, Safe Sport Framework, Code of Ethics, and Ontario Human Rights Code.

This policy outlines expectations for dressing room use and conduct to ensure a safe, positive, and inclusive experience for all skaters, coaches, and families.

Scope

This policy applies to all individuals using NBSC dressing rooms during club programming, competitions, assessments, or club events, including:

- Skaters
- Coaches
- Volunteers (including Board Members)
- Parents/guardians
- Officials

Guiding Principles

- **Respect:** Treat all individuals with dignity and courtesy.
- **Safety:** Ensure physical and emotional safety in shared spaces.
- **Privacy:** Respect the personal space and privacy of others.
- **Inclusion:** Support an environment free from discrimination, harassment, or bullying.
- **Accountability:** All participants share responsibility for upholding this policy and Skate Canada's Safe Sport expectations.

Rule of Two

The North Bay Skating Club follows Skate Canada's Rule of Two to help ensure safe and observable interactions between adults and skaters under 18. Under this principle, a coach, volunteer, or staff member should not be alone with a minor unless the interaction occurs in an open and observable environment or another screened adult is present.



Dressing Room/Changing Room Assignments & Parental Access

To maintain compliance with Skate Canada Safe Sport and Rule of Two principles, while respecting the close-knit nature of our skating community, the following guidelines apply:

- Separate dressing rooms will be available for minors and adults when possible.
- Where minors and adults share the same dressing room, the club will implement an open-door policy to ensure visibility and align with Safe Sport standards.
- The open-door policy means that the dressing room door remains visibly open, ensuring interactions occur in an open and observable environment.

Guidelines by Program:

PRECANskate, CANSkate

- Parents/guardians are permitted in the dressing rooms to assist their skater with tying skates.
- Parents must respect others' privacy and exit the dressing room once their skater is ready.
- Skaters are not to be left in the dressing room unattended at any time.

Adult CANskate

- Non-members are not permitted in the dressing rooms.
- If a skater requires assistance with tying skates or equipment, assistance must occur outside the dressing room or at rink side.
- Skaters are expected to be independent and maintain respect for others using the space.

INTRO to STARskate & STARskate 1-4

- Parents/guardians are permitted in the dressing rooms to assist their skater with tying skates as needed.
- Parents must respect others' privacy and exit the dressing room once their skater is ready.

STARSkate 5 to GOLD

- Parents, guardians, or non-members are not permitted in the dressing rooms.
- If a skater requires assistance with tying skates or equipment, parents may assist outside the dressing room or at rink side.



- Skaters are expected to be independent and maintain respect for others using the space.

STARskate OPEN

- A dressing room will be for STARskate 1-4 skaters and the other dressing room will be for STARskate 5-GOLD skaters.
- The applicable guidelines will apply.

Exceptions for Medical Situations or Emergencies

In the event of a medical situation or emergency, the following individuals may enter the dressing room/changing area as required:

- A physician, nurse, physiotherapist, emergency medical personnel, or board member.
- A parent/guardian/coach, when necessary to provide immediate medical support.

Gender Identity and Inclusion

- It is imperative to remember that Skate Canada registrants and members are permitted to use facilities based on their chosen gender identity/gender expression.
- All identifications of gender identity by our registrants and members are believed to be made in good faith and do not require further disclosure or documentation.
- NBSC supports each individual's right to privacy and self-identification.

Coaches and The Rule of Two

- Coaches are not to enter dressing rooms except when necessary for safety, supervision, or operational reasons.
- When entry is required, coaches must follow the Rule of Two with any of the following:
 - Two Certified Coaches
 - Certified Coach & another adult (parent, volunteer, etc.)
 - Certified adult & minimum of 2 minors
 - One of the coaches should be the same gender as the athlete.

Cell Phones, Cameras, and Recording Devices

- Cell phones and other mobile devices with recording capabilities should not be used in the dressing room and/or changing areas.
- If cell phones or other mobile devices must be used, they should be taken outside of the locker room/changing areas.



- **NOTE:** *Video and/or voice recordings and photography are strictly prohibited at all times in dressing/changing rooms.*

General Conduct Expectations

- Use respectful and appropriate language and behaviour at all times.
- Keep dressing rooms clean and dispose of garbage properly.
- Avoid using strong scents (such as perfumes, colognes, or body sprays) in dressing rooms and changing areas to support those with sensitivities.
- Only authorized individuals are permitted in dressing rooms.
- Bullying, teasing, gossiping, or exclusion of others is not tolerated.

Reporting Concerns

NBSC prohibits all types of physical abuse, sexual abuse, emotional abuse, bullying, threats, harassment, and hazing, all as described in Skate Canada's National Safe Sport Program.

Participants, coaches, parents/guardians and volunteers at NBSC may be subject to disciplinary action for violation of these dressing room/changing area policies or for engaging in any misconduct or abuse or that violates the Safe Sport Policies.

Failure to comply with this policy may result in:

- Verbal or written warning
- Removal from the dressing room
- Suspension of club privileges and good standing with the club
- Referral to Skate Canada's Safe Sport Office for further review

NOTE: Reports of any actual or suspected misconduct, must be reported to [Skate-Safe.ca](https://www.skate-safe.ca).

Online: www.skate-safe.ca
Telephone: +1-833-723-3758

Review

This policy will be reviewed annually by the NBSC Board of Directors or as required by updates to Skate Canada or Skate Ontario Safe Sport policies.

Effective Date: Nov 2025