



6.24.1 Officiating Program Dressing Room Policy

General

- 1) The Officials' dressing room shall be a safe and inclusive space for all members of the HEO Officiating Program and related persons.
- 2) Specific dressing room accommodations for officials who request it, shall be addressed to ensure all persons have equal opportunities, equal access and can enjoy equal benefits.
- 3) Members of officiating crews are encouraged to communicate and facilitate an inclusive environment with respect for the individual dignity of every member and to assist in making accommodations when required.
- 4) District, Central, and High-Performance officiating programs shall have a complaint process in place for addressing officials HEO Officiating Program Dressing Room Protocol grievances and concerns.
 - a) Any complaint process or addressing of concerns shall adhere to the HEO Confidentiality policy.
- 5) Any violation of this protocol or behaviour deemed to be inappropriate to a reasonable person while in the Officials' dressing room or during the course of officiating the game must be reported to the appropriate District RIC, League RIC, HEO Assistant RIC, or HEO RIC.
 - a) If a person would otherwise prefer or is not comfortable proceeding directly to an RIC, they are encouraged to report the incident to someone they trust as soon as possible.
 - i) The report to the appropriate RIC may be made through a third party but must still be submitted to the appropriate RIC.
- 6) This protocol applies for all games assigned under the jurisdiction of HEO, at any level, in all arenas.





Specifications

- 1) Anyone wishing to enter an Official's dressing room, where the door is closed, shall knock, announce intention to enter and obtain permission prior to entering.
- 2) It is strongly recommended that only game officials and Referee Coaches be in the dressing room.
 - a) Officials who were working the previous game should vacate the change room as soon as possible.
 - i) Previous game officials should be aware of the potential accommodation requirements or requests of the individual members of the next crew and not begin changing in the dressing room if there is any doubt, and especially in a multi-gender environment.
 - b) Off-ice officials may be permitted in the Officials' dressing room with the permission of the head official, who shall first inform the remaining officials of the intention to permit an off-ice official into the Officials' dressing room and only after receiving positive acknowledgement regarding same.
- 3) Officials bringing family (i.e., children) into the Officials' dressing room is highly discouraged.
- 4) Officials shall not bring friends into the dressing room unless it is necessary for a third person to be present, as indicated in this protocol.
- 5) If the officiating crew is multi gender or if an Official has identified to other official(s) that the said official requires specific accommodation:
 - a) With the door locked, Officials of one gender shall dress first while other genders wait outside the dressing room then vice versa;
 - i) The dressing room key shall remain in the room with whomever is changing;
 - b) Once all officials are fully dressed, they can share the room in preparation for the game;
 - c) The door to the dressing room is to remain unlocked and propped open.
- 6) If the members of the officiating crew change in different dressing rooms,
 - a) all members of the crew shall be sufficiently dressed to allow all members of the crew to share a dressing room a minimum of ten (10) minutes prior to going on to the ice.





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- i) all members of the officiating crew are encouraged to assemble at least ten (10) minutes before going onto the ice to allow for necessary officiating team preparations
 - ii) The door to the dressing room is to remain unlocked and propped open in the event that there are multiple genders on the officiating crew.
- 7) If there is one adult with a minor,
- a) when possible, there should be a third person present in the dressing room.
 - i) This third person may be a friend, parent, another official, or Referee Coach provided the consent of all officials is obtained prior to the entry of the third party.
 - ii) In this situation it is acceptable for a person other than an official or Referee Coach to be in the dressing room.
 - iii) The direction noted at item 5(a.) shall remain applicable.
 - b) when it is not possible to have a third person present in the dressing room, the door to the dressing room is to remain unlocked and propped open.
- 8) Use of digital devices in an occupied Officials' dressing room, shall be in accordance with HEO policy 6.1 - Portable Digital Devices.
- 9) Failure to comply with this dressing room protocol shall result in disciplinary action taken against the individuals deemed to be in contravention.

This protocol will remain in effect until cancelled in writing or superseded by a revised protocol.

