

Speed Skating Manitoba Change Room Policy

Speed Skating Manitoba firmly believes that all participants (athletes, officials, coaches, volunteers, staff, etc.) have the right to access safe, inclusive, and equitable dressing spaces. In this regard, all participants have the right to utilize the change room or appropriate and equivalent dressing environment based on their gender identity, religious beliefs, body image concerns, and/or other individual needs. Speed Skating Manitoba does not require gender specific change rooms.

The Change Room Policy applies to all speed skating clubs and teams sanctioned by Speed Skating Manitoba.

PROCEDURE

Minimum Attire Rule: To promote inclusion and respect the privacy of all participants, Speed Skating Manitoba requires all participants to wear 'minimum attire' at all times in a change room or dressing environments where more than one participant is present. This means participants should arrive at the rink wearing a base layer (e.g., shorts and t-shirt, compression shorts and shirt, or sports bra). If a participant does not arrive wearing their base layer, they can use an appropriate private space (e.g., private restroom stalls or empty/unused dressing rooms) to change into the base layer before entering the dressing room with others.

Responsibilities: It is the responsibility of all coaches, staff, officials, and club presidents to instruct athletes regarding the minimum attire rule and ensure compliance with this Policy.

Rule of Two: All speed skating programs sanctioned by Speed Skating Manitoba and its Members are required to implement the 'Rule of Two' for all change rooms to ensure safety and prevent discrimination, harassment, bullying, or other forms of maltreatment. Further information on the 'Rule of Two' can be found [here](#) on page 6.

Athlete Talks: Coaches, club representatives, and/or staff should conduct athlete talks only when the 'Rule of Two' is being adhered to.

Medical: In the event of medical services being needed, the 'Rule of Two' applies and a coach, the athlete's parent, or another approved official must be present with the athlete.

Officials & Coaches Change Rooms: Safety and privacy are paramount in officials' and coaches change rooms and changing spaces. Therefore, the minimum attire rule must be applied to officials and coaches change rooms and changing spaces to ensure a safe and welcoming environment for all officials and coaches.

Prohibition on Violent Activities: Violent conduct, bullying, or hazing is strictly prohibited in change rooms or dressing environments. Coaches, club representatives, volunteers, officials, and staff are responsible for ensuring compliance and addressing any violations promptly.

Prohibition on Recording and Photography: To respect participants' privacy, recording of any kind or taking photos is prohibited in change rooms or dressing environments.

Parents: Parents are prohibited from entering the change rooms. Approved coaches, specific officials/volunteers (i.e, clerks and skater stewards) are allowed in the change rooms. A coach or official should never be alone with an athlete. Must adhere to the 'rule of two' at all times.

Exceptions: U11, Special O, Fundamentals Level and L2T skaters may need parental help. In this case, we allow parents in the dressing room, however, if they need to get dressed, do so in a private space such as a washroom. Otherwise, all skaters should show up wearing a minimum of their base layer.

Board Approved February 28th, 2024