



**ONTARIO LACROSSE
POLICY SUITE**

DRESSING ROOM POLICY

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Last Amended: **December 6, 2025**



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About the Ontario Lacrosse Association

The OLA exists to improve, foster, perpetuate and govern the sport of lacrosse within the province of Ontario. In addition to coordinating the administration and operation of the game, the OLA provides informative resources, technical development programs and additional supplies for those interested in developing the “fastest game on two feet.”

POLICY PREAMBLE

The Ontario Lacrosse Association (OLA) is committed to providing a safe, respectful, and inclusive environment for all Participants. Dressing rooms are extensions of the playing environment and must reflect the same standards of safety, Fair Play, dignity, and inclusion that guide all OLA activities.

Dressing Rooms are also recognized as private, sensitive spaces where Participants may be more vulnerable. This policy establishes clear expectations for conduct, supervision, privacy, and safety in and around Dressing Rooms, in alignment with the OLA Code of Conduct, the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), and all OLA Safe Sport-related policies, all applicable Codes of Conduct and risk management policies and procedures that are approved by the OLA.

SECTION 1: INTRODUCTION

- S 1.1 The purpose of this Policy is to promote a safe, inclusive, and consistent approach to Dressing Room use across all OLA-sanctioned activities. Dressing Rooms must be environments where Athletes and other Participants feel respected, protected, and supported, free from maltreatment, harassment, bullying, discrimination, or abuse.
- S 1.2 Dressing rooms or other suitable arrangements may not be available at all places where lacrosse is played. These circumstances require flexibility, thoughtfulness and understanding on behalf of participants, families and event administrators. Where dressing rooms are not provided or are otherwise unavailable, aspects of this policy may not be applicable.
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SECTION 2: DEFINITIONS

- S 2.1 **ATHLETE** is an individual who participates with the OLA as a player.
- S 2.2 **BENCH PERSONNEL** refers to any individual who participates with the OLA in any non-playing capacity, including head coach, assistant coach, or trainer.
- S 2.3 **DRESSING ROOM** is any space designated or used for changing, storing equipment, or conducting pre/post-game team activities.



- S 2.4 MINOR ATHLETE** is an Athlete under the age of majority in Ontario.
- S 2.5 OFFICIAL** is an individual who is certified to officiate sanctioned games within the OLA.
- S 2.6 PARENT/GUARDIAN** is an individual who is legally responsible for an Athlete, Bench Personnel, Official or Volunteer who is younger than 18 years old as of January 1 of the registered season.
- S 2.7 PARTICIPANT** is an athlete, coach, trainer, manager, official, volunteer, parent/guardian or club representative who is duly registered and approved for the calendar year, and is in Good Standing with the OLA, regardless of the sector.
- S 2.8 RULE OF TWO** is a Safe Sport supervision standard requiring that a single adult must not be alone with a single Minor Athlete in any private or isolated setting. Interactions must remain open, observable, and interruptible.
- S 2.9 VOLUNTEER** is an individual who provides support services to or within the OLA, regardless of whether they receive honoraria, including at the League Member or Club Member levels.
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SECTION 3: JURISDICTION

- S 3.1 Application:** This Policy applies to all OLA-sanctioned activities where Dressing Rooms or change spaces are used. It applies to every individual entering or using these spaces, including Athletes, Bench Personnel, Officials, Volunteers, parents/guardians, and other Participants.
- S 3.2 Scope:** This Policy governs conduct before, during, and after practices, games, tournaments, meetings, evaluations, and team events. It applies to any location designated for changing, equipment storage, or team gatherings. Facility rules must also be followed, and where those rules are stricter than this Policy, the stricter standards apply.
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SECTION 4: ACCESS & SUPERVISION

- S 4.1 General Access:** Dressing Rooms are restricted spaces. Only individuals with a legitimate purpose connected to the team or event may enter. Rostered Athletes and Bench Personnel may enter as part of their team responsibilities. Officials, Volunteers, and other Participants may enter only when their duties require or when team or facility personnel grant permission.
- S 4.2 Opponents Access:** Opposing teams are not permitted to enter each other's Dressing Rooms unless supervised access has been explicitly arranged in advance.
- S 4.3 Supervising Minor Athletes:** The OLA endorses Safe Sport principles reflected in the "Rule of Two," which requires that no adult should be alone with a Minor Athlete in a



private space and that supervising adults must remain within sight or hearing at all times. When Minor Athletes are present, supervision must balance their safety with respect for their privacy. The Rule of Two applies in all Dressing Room situations: a single adult must not be alone with a single Minor Athlete in a private space. Whenever possible, supervision must occur in open, observable, and interruptible settings, consistent with Safe Sport practices.

- S 4.4 Balancing Responsibilities:** Adults responsible for supervising Minor Athletes must position themselves so that they can monitor the Dressing Room environment without intruding on individual privacy. This may include keeping doors partially open when appropriate, maintaining line-of-sight or line-of-sound supervision, and conducting periodic visual or verbal check-ins that do not compromise Athletes' dignity. Bench Personnel shall avoid any situation where an adult is alone in a closed Dressing Room with a single Minor Athlete. If an unavoidable circumstance arises (such as responding to an injury, equipment issue, or urgent medical need) the adult must keep the door open where appropriate, ensure the interaction remains observable, and notify another screened adult as soon as reasonably possible.
- S 4.5 Parent/Guardian Access:** Parents or guardians may access Dressing Rooms only when reasonably necessary to assist younger Athletes with dressing or equipment. Once assistance is complete, they must exit to allow team activities and meetings to proceed without disruption. Parents and guardians entering Dressing Rooms are expected to comply fully with this Policy, including respecting privacy and refraining from any form of recording.
- S 4.6 Timing and Use of Dressing Room:** Teams should use Dressing Rooms only for the period reasonably necessary before and after practices, games, or events. Extended stays, unsupervised gatherings, or socializing not related to team preparation or debriefing should be minimized to protect safety, reduce the risk of inappropriate behaviour, and maintain the privacy of all individuals.

SECTION 5: DRESSING ROOM REQUIREMENTS

- S 5.1 Prohibited Conduct:** Dressing Rooms must remain physically and emotionally safe environments. Any form of violent conduct, intimidation, aggression, hazing, bullying, or initiation activity is strictly prohibited. This includes behaviours such as “locker room boxing,” physical horseplay, coercive behaviour, or any other conduct that could cause harm or create fear among Participants. Bench Personnel are responsible for ensuring that no violent, unsafe, or disrespectful behaviours occur in Dressing Rooms or adjacent spaces.
- S 5.2 Privacy and Respect:** Individuals using Dressing Rooms must respect the personal space, privacy, and dignity of others. Conduct that invades privacy (such as intentionally exposing another person, removing towels or clothing, making comments about bodies, or mocking appearance) is unacceptable. Athletes who require additional privacy due to cultural, religious, personal, medical or personal reasons should be supported with reasonable accommodations, such as changing in adjacent areas, arriving partially dressed, or shifting dressing room times. These needs must be addressed respectfully



and without drawing unnecessary attention to the individual.

S 5.3 Technology and Recording: Dressing Rooms are private spaces where Participants have a reasonable expectation of privacy. In accordance with OLA standards for privacy and social media conduct, the use of any device capable of capturing or transmitting images, audio, or video is strictly prohibited in Dressing Rooms and related private areas. This includes mobile phones, tablets, cameras, and any other recording or broadcasting equipment.

§ 5.3 (a) No individual may record, photograph, livestream, or otherwise capture content in a Dressing Room under any circumstances. This rule applies equally to Participants, parents or guardians, Accredited Media Professionals, spectators, and club personnel. Respect for private team environments is a core expectation under the OLA Social Media Conduct Policy, which explicitly prohibits capturing or sharing media from private spaces such as Dressing Rooms or treatment areas. Media captured in these spaces may not be published or distributed, consistent with the OLA's Media Rights and Content Use Policy, which prohibits the use of media from private environments without explicit consent from the OLA and the individuals involved.

S 5.4 Facility Care and Cleanliness: Participants must treat Dressing Rooms and all facility spaces with respect. Reasonable cleanliness is expected at all times, including proper disposal of waste, responsible use of amenities, and safe storage of equipment to ensure that walkways, benches, and exits remain clear.

§ 5.4 (a) Intentional damage, vandalism, spitting, or leaving significant messes is unacceptable. Such behaviour reflects poorly not only on the individuals involved, but on the team, the club, and the OLA as a whole. The condition in which a team leaves a Dressing Room contributes to how the organization is perceived by facility operators, other sport groups, and the broader community. A lack of care undermines the professionalism and values that the OLA strives to uphold.

§ 5.4 (b) Teams are responsible for returning Dressing Rooms to an orderly state after use and for following any facility-specific requirements regarding keys, access, or cleanup. Respecting facilities is a shared responsibility and is essential to maintaining positive relationships with venues and ensuring the continued availability of safe, well-maintained spaces for OLA programming.

SECTION 6: ROLES AND RESPONSIBILITIES

S 6.1 OLA Responsibilities: The OLA is responsible for establishing this Policy and ensuring it aligns with Safe Sport principles, the OLA Code of Conduct, and all applicable governance documents. The OLA will support Clubs and Leagues in the implementation of this Policy, provide guidance and education where required, and address violations through its formal complaint and discipline processes.

S 6.2 Club Responsibilities: Clubs are responsible for communicating this Policy to their



members and ensuring it is understood and followed at all OLA-sanctioned activities.

§ 6.2 (a) Additionally, the OLA encourages all clubs to publish and post Dressing Room policies specific to the facilities they regularly use and distribute them to parents and guardians of all Minor Athletes, including Bench Personnel who work with those Athletes. These facility-specific policies should reflect the unique layout, privacy limitations, or operational practices of each facility and complement the OLA Dressing Room Policy.

§ 6.2 (b) Clubs must also support Bench Personnel in enforcing this Policy and ensure that concerns relating to Dressing Room conduct are addressed promptly and appropriately.

S 6.3 Bench Personnel Responsibilities: Bench Personnel must model appropriate conduct and create a team environment where privacy, respect, and safety are prioritized. These individuals are responsible for implementing this Policy in day-to-day team operations. They must ensure safe, respectful, and inclusive use of Dressing Rooms by:

§ 6.3 (a) reinforcing expectations with Athletes and families;

§ 6.3 (b) applying supervision standards, including the Rule of Two;

§ 6.3 (c) monitoring Dressing Room environments for inappropriate behaviour; and

§ 6.3 (d) responding to concerns or incidents in accordance with this Policy.

S 6.4 Athlete Responsibilities: Athletes must follow this Policy and contribute to a safe and respectful Dressing Room environment. This includes respecting the privacy and dignity of teammates, adhering to behavioural expectations, and following the directions of Bench Personnel regarding supervision and team activities. Athletes are also encouraged to speak with Bench Personnel or a trusted adult if they witness or experience behaviour that violates this Policy.

S 6.5 Parent/Guardian and Volunteer Responsibilities: Parents and guardians are responsible for supporting their Athletes in following this Policy and cooperating with supervision and access expectations. Volunteers assisting teams must also comply with this Policy and model respectful, appropriate conduct. Parents and guardians who enter Dressing Rooms for assistance purposes must adhere to all requirements relating to privacy, recording restrictions, and facility respect. Volunteers who support supervision must follow the Rule of Two and behave in ways that protect the safety and dignity of all Athletes.

SECTION 7: PRIVACY AND CONFIDENTIALITY

S 7.1 Protection of Information: The collection, use, and disclosure of any personal information pursuant to this Policy is subject to the OLA's Information Privacy Policy and Confidentiality Policy.



SECTION 8: REPORTING

- S 8.1 Breach of Policy:** Any individual who witnesses or becomes aware of conduct that may violate this Policy is expected to report the matter promptly. Reports may be directed to the team's head coach or manager, a club executive member, the OLA Executive Director, or the OLA's Independent Third-Party Case Manager in accordance with the OLA Code of Conduct complaint process.
- S 8.2 Escalation:** Where concerns involve suspected abuse, harassment, or criminal behaviour, individuals may also be required by law to report the matter to child protection authorities or law enforcement. Retaliation against anyone who reports a concern in good faith is strictly prohibited under the OLA's Code of Conduct.
- S 8.3 OLA Authority:** Separately, the OLA may act on any breach without a written report, provided any Board member, staff member or key volunteer (collectively referred to as OLA Representatives) is a direct witness to the violation, in accordance with the OLA's By-Laws for participant discipline.
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SECTION 9: CONSEQUENCES FOR VIOLATIONS OF THIS POLICY

- S 9.1 Violations.** The OLA retains a range of options when addressing violations of this Policy, including but not limited to any one or combination of the following consequences:
- § 9.1 (a) Verbal or written apology;
 - § 9.1 (b) Verbal or written warning;
 - § 9.1 (c) Mandated education;
 - § 9.1 (d) Probation with conditions;
 - § 9.1 (e) Suspension from some or all participation;
 - § 9.1 (f) Eligibility restrictions for a specified period of time, or on specified roles within the sport;
 - § 9.1 (g) Prohibition on attendance (notice of trespass);
 - § 9.1 (h) Permanent ineligibility within the OLA.

