

## **Karishim Swim Club Locker Room Monitoring Policy**

### **PURPOSE**

The following guidelines are designed to maintain personal privacy as well as to reduce the risk of misconduct in locker rooms and changing areas.

### **FACILITIES**

The following is a description of our practice and competition facilities to allow athletes and their families to plan their use throughout their time on Karishim Swim Club.

These facilities have public locker room / restrooms. The use of public restrooms is intended for parents, visitors, students, staff of the schools and the general public. Such access means there are multiple groups utilizing the space simultaneously creating need for Karishim Swim Club athletes to be respectful of others privacy. Karishim Swim Club athletes must be diligent in monitoring the area to protect all Karishim Swim Club team mates from any inappropriate conduct.

The purpose of this policy is to protect our athletes, coaches and parents. We respectfully request all Karishim Swim Club parents review this policy with your athletes. Safety is always our top priority. Karishim Swim Club believes that constant monitoring inside of all locker rooms and changing areas could be the most effective way to prevent problems, but it believes more strongly that our swimmers have a track record of behaving well and that constant monitoring would make swimmers uncomfortable and may even place our staff or volunteers at risk for unwarranted suspicion.

### **KARISHIM SWIM CLUB SWIMMERS PRACTICE LOCKER ROOM POLICY**

- No athlete may leave practice without permission from a coach.
- No athlete should be in the locker room alone at any time unless absolutely necessary (excluding COVID-19 directives)
- Athletes should read and adhere to Karishim Swim Club Locker Room policies.
- Athletes must be aware of the other patrons utilizing the locker room and report to the coach immediately any concerning or inappropriate behavior.
- Athletes should shower and dress quickly avoiding time spent without cover in front of mirrors or in front of others.
- Parents should not enter the locker room unless absolutely necessary and then with conditions. (See below for Policy Considerations.)

Karishim Swim Club Expectations of Character – Karishim Swim Club athletes understand personal accountability and the expectation of being a Karishim Swim Club member, is always about maintaining a high level of personal character. The use of poor language, inappropriate discussions and general rough housing in the locker room is unacceptable. Please notify a coach of any violations.

## **MONITORING**

General Policy Considerations - Coaches and staff make every effort to recognize when an athlete goes to the locker room or changing area during practice or competition, and if they do not return in a timely fashion, we will check on the athlete's whereabouts. We discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let the coach or administrator know about this in advance.

If an athlete needs assistance with his or her uniform or gear (for example, a child under the age of eight), or an athlete's disability warrants assistance, then we ask that parents let the coach know beforehand that he or she will be helping the athlete. In those instances, it should only be a same-sex parent. An opposite-sex parent needs to ask another parent to check on his/her child. If this is not an option, then the parent should let the coach know about this in advance, allow the coach to announce him or herself and allow swimmers to gather things to maintain their privacy. Following this announcement and a brief period, the coach and opposite sex parent can enter the locker room but only for the limited, specific purpose (and time needed) for which they entered.

Karishim Swim Club has staggered practices, with different groups arriving and departing throughout the practice sessions. The head coach, along with the other Karishim Swim Club staff, will conduct a sweep of the locker rooms and changing areas before athletes arrive. While we do not post [staff, coach, parent, other adult] inside or at the doors of the locker rooms and changing areas, we do make occasional sweeps of these areas. [Staff, coach, parent, other adult] conduct these sweeps, with women checking on female locker rooms, and men checking on male locker rooms.

Coaches make every effort to recognize when an athlete goes to the locker room or changing area during practice and, if they do not return in a timely fashion, we will check on the athlete's whereabouts. A swimmer leaving the water for the locker room or changing area must ask the coach first. It is impossible to record these instances, but this request allows for a better awareness.

## **USE OF CELL PHONES AND OTHER MOBILE RECORDING DEVICES**

Cell phones and other mobile devices with recording capabilities, including voice recording, still cameras and video cameras increase the risk for different forms of misconduct in locker rooms and changing areas. The USA Swimming Athlete Protection Policies prohibit the use of such devices in the locker room or other changing area: Article 305.3 Use of audio or visual recording devices, including a cell phone camera, is not allowed in changing areas, rest rooms or locker rooms.

## **MISCONDUCT WARNING POLICY**

First misconduct - the athlete will be given a verbal warning and parents will be notified

Second misconduct - the athlete may lose usage of the locker room for a week

Third misconduct - the athlete loses all privileges of using the facility's locker room