



## Alameda Gators Swim Team Locker Rooms and Changing Areas Monitoring Procedures

---

### **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. The purpose of this policy is to protect our athletes, coaches and parents. We respectfully request all Alameda Gators Swim Team parents review this policy with their athletes. **Failure to comply with this policy may result in temporary or permanent removal from the facility and/or club.**

### **FACILITIES**

The following is a description of our practice and competition facilities to allow athletes and their families to plan their use:

#### **We practice at:**

- Alameda Swimming Pool Association Pools at Franklin & Lincoln Parks
- Encinal High School
- Alameda High School

These facilities provide limited locker room & restroom facilities for athletes. Non-Athletes, including staff and parents should not use these facilities when athletes are present.

**Harbor Bay Club** has public locker room / restrooms. The use of public restrooms is intended for Harbor Bay Club members and guests. Such access means there are multiple groups utilizing the space simultaneously creating need for Alameda Gators Swim Team athletes to be respectful of others privacy and be diligent in monitoring the area to protect all team mates from any inappropriate conduct.

### **General Policy Considerations**

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, 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.

Parents should not enter the locker rooms unless it is truly necessary. In those instances, it should only be a same-sex parent entering from the hallway and entry should only be to the point where inquiry can be made as to the progress of the swimmer—typically a few feet inside the door. Please remain close to the door in order to respect swimmers' privacy. 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.

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

The Alameda Gators Swim Team prohibits the use of mobile devices with recording capability in locker rooms.

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:

***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.***

This absolutely applies to cell phones even if the person is not using the photo, video or other recording device. Please understand that the actual use of a photo, video or other recording device can violate state law as well as Alameda Gator Swim Team policies and lead to serious consequences. Your child should be specifically advised that cell phones are not things that they require at practice although reality suggests this is impossible to enforce. Please insure that all swimmers are aware NOT to use any function on any mobile or recording device whatsoever while in a locker room and should remain in a bag or clothing pocket.

Violations of this policy are handled by coaches and following the chain of reporting established in the Alameda Gators Swim Team Grievance Procedures by:

1. **Gathering Information:** The appropriate individuals will contact the person who filed the grievance, and the person against whom the grievance is being filed, to ask questions about what happened. In addition, other witnesses may be contacted for more information. All information will be recorded on the Alameda Gators Swim Team grievance procedure form.
2. **Assessing Behavior:** The behavior of the person(s) against which the grievance was brought, will be assessed using club policies and facility rules, USA Swimming Code of Conduct, USA Swimming Safe Sport policies, as well as applicable local and state laws.
3. **Consequences** will be given and disciplinary action will be taken, if appropriate. These consequences and disciplinary actions will be decided using the following general guidelines:

- Nature of the misconduct
- Severity of the misconduct
- Prior disciplinary actions
- Adverse effect of the misconduct
- Application of the Code of Conduct

Consequences are at the sole discretion of the coaches and/or Alameda Gators Swim Team Parent Board and may include, but aren't limited to, verbal warnings, dismissal from practice, contacting parents, temporary suspension from club activities and expulsion.