

WCOA Policy Regarding Combined Male And Female Crews

When both male and female crew members are assigned to a varsity game (or any contest in which officials are asked to dress on site) as an on field official or a clock operator, the crew chief will be responsible for coordinating separate dressing areas for male and female officials with the host school or venue and for setting a specific timeline for starting a pre-game during which all officials will assemble properly dressed. At the conclusion of the game, there must also be separate dressing rooms as well as access to a shower provided if desired.

Specifically,

1) During both the pre-game and the post-game time period, **ALL** crew members will remain appropriately dressed when male and female officials are in the same room or within visual range. Crew members will respect their counterparts of the opposite sex while a penalty sheet is being completed or if a post-game crew conference is held and will remain in uniform while these activities are being conducted. Crew members will disrobe both in the pre-game and post-game time periods **ONLY** when male and female crew members have gone to their separate changing locations.

2) The referee will set a specific time at which all crew members are to be fully dressed and are to assemble in the same room for a pre-game meeting. It is inappropriate and disrespectful for crew members to be naked, in their underwear or acting as a distraction getting dressed during a pre-game conference.

3) If a shower is desired by both male and female officials after a game, ideally these showers should be in separate areas. If there is only one shower available, members of the opposite sex must vacate that area until all others have showered and dressed. Then, the sexes will trade places and those who have already showered will vacate the area and allow the remaining crew members their privacy to shower and dress. At **NO** time will members of the opposite sex be naked or in their underwear together.

Failure to comply with these guidelines can result in severe penalties from the WCOA including but not limited to fines, suspensions, removal from the ability to serve on a varsity crew and/or termination as a member of the WCOA.

Moreover, inappropriate behavior by individuals deemed to be sexual harassment can have serious legal consequences as well.