II. **Proposal Name:** Gender-Inclusive Restroom Guidelines

III. **Committee Assigned/Sponsoring Committee:**

Faculty Senate Student Relations, Alumni, and Community Service Committee
Staff Senate Alumni & Community Involvement Committee

III. **Proposal Statement:**

The University of Central Oklahoma Staff Senate and Faculty Senate strongly support the addition of gender-inclusive, single-use/stall restrooms and/or the transformation of existing single-use/stall restrooms into gender-inclusive restrooms to create a more inclusive campus for our faculty, staff, and students. The Senates request that guidelines or policy be created requiring that new construction projects include at least one gender-inclusive restroom per building.

Additionally, the Senates support the conversion of existing single-use/stall restrooms throughout campus buildings, as funds are available, into gender-inclusive restrooms. Conversion of single-use/stall restrooms might include updating signage, updating hardware, and/or renovating spaces.

The Senates recommend that the signage for gender-inclusive restrooms communicate visually rather than verbally, with the exception of the term restroom. Visual images might include multiple populations such as family, disabled persons, men, women, and/or non-specific genders. The Consortium of Higher Education LGBT Resource Professionals has suggested best practices. These best practices include recommended signage. Accordingly, the Senates would support the use of this or comparable signage for all gender-inclusive restrooms.

IV. **Definition of Terms:**

- Gender-inclusive restrooms are typically single-use, lockable restrooms available to people of all genders and sexes.
- Single-use/stall restrooms are restrooms that include only one stall and/or one stall with a single urinal.

V. **Justification:**

Female/male sex-segregated restrooms are not accessible spaces that everyone can safely use. Harassment, intimidation, legal charges, and violence may occur when restrooms are segregated by gender. Transgender, genderqueer, and/or gender non-conforming people are particularly affected by bathroom segregation because of visible gender differences
that may not correlate with cultural gender norms.

Many non-transgender and gender-conforming people also experience difficulty and inconvenience in sex-segregated restrooms. Individuals with disabilities who have different-gender attendants or family members caring for children of a different gender are not able to bring them into gender-specific, multi-stall/use restrooms.

Gender-inclusive restrooms provide a safe, private facility for transgender, genderqueer, and gender non-conforming people, families with children, and people with disabilities who may need assistance. Single-use restrooms also more easily meet the accessibility regulations of the Americans with Disabilities Act (ADA).

UCO will host NCUR 2018. With NCUR coming to campus, the planning committee will alter restroom signage in various buildings to create additional gender-inclusive restrooms for this event. It is important that we understand this is a national discussion, and as UCO has already committed to altering our signage for those visiting our campus for a national conference, we should extend the same support for our community on an ongoing basis.

Based on information obtained through our research, 18 restrooms have already been converted into gender-inclusive restrooms. An additional 15 restrooms in current UCO buildings could be converted. While some would only require minimal costs for new signage (approximately $40 per sign), other spaces would need to be renovated. The current estimated cost to build a single-stall restroom in a new building is $500 per square foot, with the average single-stall restroom measuring approximately 70 square feet.

Peer and RUSO institutions were reviewed. While we did not find published policies, several institutions have construction guidelines that include language for gender-inclusive restrooms (see attached). Many of our peer institutions have updated their current facilities and have posted campus-wide gender-inclusive restroom maps.

As UCO initiates construction projects (renovations, retrofits, and/or new construction), the university has the opportunity to demonstrate an ongoing commitment to supporting and accommodating all individuals of our UCO community.

VI. **Office(s) Contacted:** (List all offices/departments contacted for information, and keep record of the conversations in your Senate files.)

<table>
<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Stephens</td>
<td>Bill Originator</td>
<td>11/17/2017</td>
</tr>
<tr>
<td>Adrienne Martinez</td>
<td>Title IX</td>
<td>11/30/2017, 1/23/2018</td>
</tr>
<tr>
<td>Sheridan McCaffree, Exec. Dir.</td>
<td>RUSO</td>
<td>12/14/2017 via email</td>
</tr>
<tr>
<td>David Stapleton</td>
<td>A&amp;E Services</td>
<td>12/13/2017</td>
</tr>
<tr>
<td>Emily Patterson, Project Engineer</td>
<td>Wichita State</td>
<td>12/13/2017</td>
</tr>
<tr>
<td>Debra Lyon, General Counsel</td>
<td>RUSO</td>
<td>1/16/2018 via email</td>
</tr>
<tr>
<td>Kathy Rechsteiner, Fac. CS Mgr.</td>
<td>Kennesaw State</td>
<td>1/23/2018 via email</td>
</tr>
<tr>
<td>Kevin Tero</td>
<td>A&amp;E Services</td>
<td>1/24/2018</td>
</tr>
<tr>
<td>David Macey</td>
<td>Global &amp; Cultural Comp.</td>
<td>2/2/2018 via email</td>
</tr>
</tbody>
</table>
VII. **Office(s) Affected:** (Be specific, as these offices may receive the proposal, if passed.)

UCO Title IX Office  
Architectural & Engineering Services  
Diversity & Inclusion  
Entities with upcoming construction projects

Passed by consent of the UCO Staff Senate on this 6th day of March, 2018

Liliana Rentería Mendoza, Staff Senate President

Passed by Unanimous Consent of the UCO Faculty Senate on March 8, 2018.

Kristi L. Archuleta, Faculty Senate President
National Practices and Recommendations

OSHA Best Practices

“The best policies also provide additional options, which employees may choose, but are not required, to use. These include:
- Single-occupancy gender-neutral (unisex) facilities; and
- Use of multiple-occupant, gender-neutral restroom facilities with lockable single occupant stalls.”


Consortium of Higher Education LGBT Resource Professionals

Recommends to have a policy requiring at least one gender-inclusive restroom (e.g., single-user, lockable rest room that is labeled “all gender bathroom” or simply “bathroom”) in all newly constructed or significantly renovated buildings including residence halls. (Page 8)

Recommends policy language for housing and campus bathroom policy.

Provides a recommendation for signage.

http://www.lgbtcampus.org/assets/consortium%20suggested%20trans%20policy%20recommendations-compressed.pdf

Peer group with construction or design guidelines

Kennesaw State University

Has a map of gender inclusive restrooms on website.

Has the following general provision included in their Design Standard Criteria document:

“Each new building shall have at least one single handicapped accessible unisex (all gender) public restroom. This should also be provided for all major renovations that include extensive wall and restroom demolitions.” (Page 30)

http://facilities.kennesaw.edu/resources/FDCS%20KSU%20Design%20Standards_01-10-17.pdf

Sam Houston State University

Has construction design guidelines for restrooms and specifies family-friendly restrooms in buildings used for public events. This university has also included guidelines for lactation rooms in common public spaces. See pages 7 and 8 on link below.

Boise State University

Provides a listing of single-user restrooms on website (first link).

Determines restroom signage in design guidelines; but signage is not inclusive “Women” or “Men” on page 40 (second link)

https://genderequity.boisestate.edu/lgbtqia/single-user-restrooms/

**Peer group without design or construction guidelines readily available, but with maps or listings**

California State University – Fresno

Working on creating more gender inclusive facilities; has a map of restrooms available

“Under California state law, students, staff, faculty, and campus guests may use the restroom facilities that correspond to their gender identity, or utilize restrooms that are designated all-gender or gender-inclusive.”


Missouri State University – Springfield

Has a listing of single use restrooms provided by Administrative Services for gender neutral bathroom locations on campus (first link) as well as a map of gender inclusive restrooms on from the Multicultural Programs office (second link).

https://www.missouristate.edu/admin/303804.htm
https://www.missouristate.edu/MulticulturalPrograms/trans-at-msu.htm

San Jose State University

Has all-gender bathroom map on website.

http://www.sjsu.edu/pride/Resources/Trans/Bathroom_Map/

Texas State University

Has gender neutral restroom list on website.


Towson University

Has a list of gender neutral restrooms on website.

https://www.towson.edu/lgbt/services/transoncampus.html

Wichita State University
Has a list of single-occupancy restrooms and lactation rooms on website.

http://webs.wichita.edu/?u=diversity&p=/resources/accessible_restrooms/

Youngstown State University

Found mention of single-use restrooms but no listing. The Student Government Association passed a resolution in support and the Department of Campus Recreation provides a recommendation to have gender neutral restrooms.

https://cms.ysu.edu/administrative-offices/campus-recreation-and-wellness/diversity-and-cultural-consideration