

UNIVERSITY *of* WASHINGTON

Facilities – Engineering Services

# Gender Neutral Restroom

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# UW GENDER NEUTRAL RESTROOM POLICY

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## SUMMARY

In accordance with the University's nondiscrimination policies, the following guidelines seek to create an inclusive campus environment for all genders and provide direction on the planning and implementation of gender neutral facilities in UW buildings. These guidelines will focus on creating universal access by providing safe, accessible, and convenient restroom facilities for people who experience difficulty, inconvenience, or harassment when using gender specific restrooms and facilities.

These guidelines apply to UW-owned facilities including new construction, existing, and renovated facilities.

When the University of Washington leases more than 50% of a building, or the lease is 10 years or longer, these guidelines will apply. Privatized projects developed on UW-owned land where the project is to be used for University-related purposes shall comply with the requirements for gender neutral facilities.

## Definitions

Gender Identity - An individual's sense of having a particular gender, which may or may not correspond with their birth sex.

Gender Specific - Designated for use by one gender (i.e., male, female, transgender).

Gender Neutral Facility - A facility, including but not limited to, restrooms, showers, changing rooms and locker rooms, that is usable by persons of all gender identities and expressions and that is not gender specific. The facility shall provide privacy and security for the individual user. Gender Neutral Facilities shall include spaces and fixtures equivalent to Gender Specific facilities.

Public Facility - Covers essentially all University of Washington facilities and restrooms, except for facilities located within private residences.

Restroom - Any public facility equipped with toilets, urinals, or other similar facilities for use by the public for personal hygiene and comfort.

Single Occupancy Restroom - Any toileting facility that is designed for use by a single individual at a time and/or by a single individual assisted by another individual.

Multiple Occupancy - Any toileting facility that is designed for use by multiple individuals at a time.

Extensive Renovations - When 50% of any floor within a building are to be renovated. In the case of multi-story renovations, if the aggregate of the affected areas exceeds 50% of the useable floor area, it will be considered an extensive renovation.

## Signage

Use the standard signage shown in Figure 1 as applicable.



Figure 1

## SINGLE OCCUPANT RESTROOM

University of Washington requires all single occupancy restrooms to be labeled with signage that uses words and symbols to designate it as gender neutral. The single occupancy restroom shall be ADA compliant. Please see figure 1 as an example of the appropriate signage.

Doors shall be provided with privacy lockset and occupancy indicator. For new construction, (major alterations of more than 50% of floor altered), provide at least one single occupant, gender neutral restroom with baby changing station on each floor in close proximity to where restrooms are provided.

## MULTIPLE OCCUPANT RESTROOM

The restroom shall be treated as a single open space with no entry door. Instead, an entry hall shall be provided as a transition space from public to private space and be equipped with sinks, mirrors, and baby changing table (at main floor).

The restroom shall be equipped with full height (floor to ceiling) hard walls or restroom partitions to ensure visual and acoustic privacy. This design is based on [Iron Wood MFG All gender partitions](#) with zero site line (see Figure 2). Please see Figure 3 as an example of an appropriate multiple occupancy floor plan.

**Urinals** will not be allowed in multi-user gender neutral restrooms.

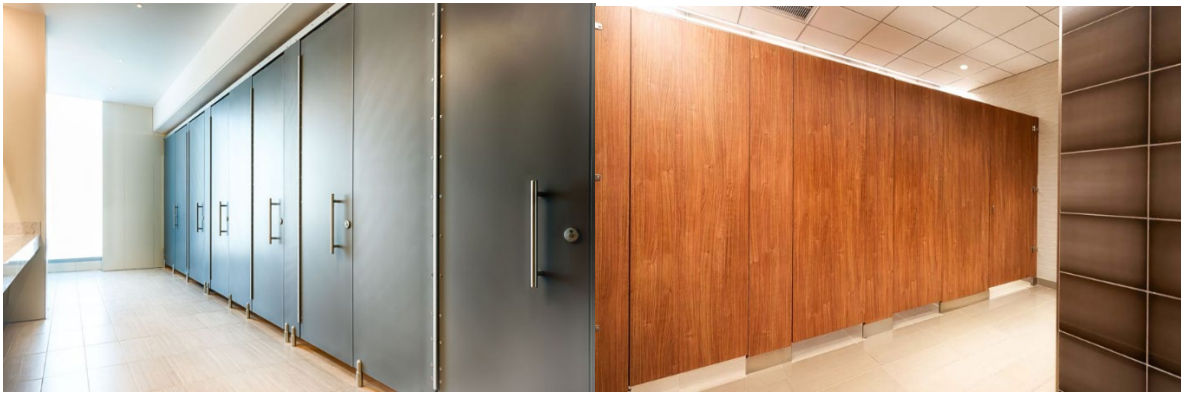


Figure 2

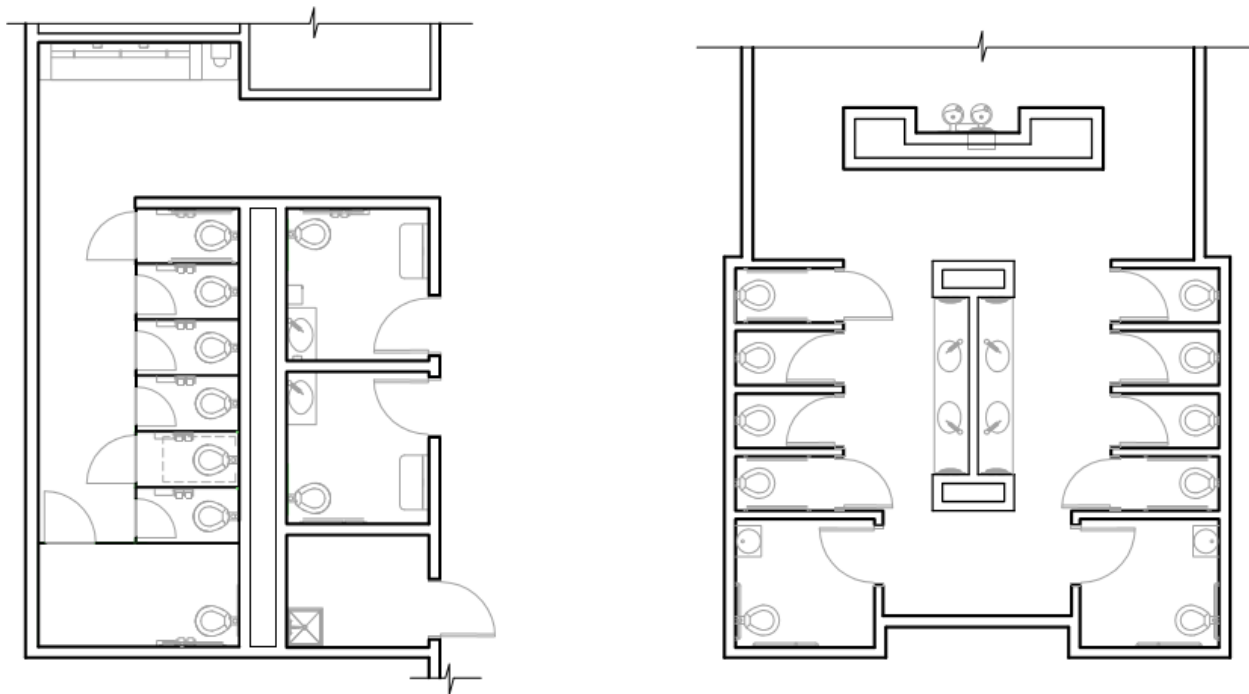


Figure 3

## LOCKER ROOMS

Provide at least one gender neutral locker room in each location in the building where locker rooms are provided, located within the locker room facility.

**Showers** Provide gender neutral showers where showers are provided. If the shower or showers are located within a locker room facility, the gender neutral shower(s) shall also be located within a locker room facility.

## RENOVATIONS

When *extensive renovations* are to be made to any UW facility, the design must provide for at least one single occupant gender neutral restroom with baby changing station. This restroom shall be located in close proximity to the multi-user restrooms.

## RESOURCES & REFERENCES

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### SEATTLE CITY COUNCIL POLICY

**Gender Justice Project** is a City of Seattle effort to create an inclusive workplace and city. We seek to end gender and race based inequities in the City workforce and in City policies, programs and service delivery. The project envisions a city where a person's gender, gender identity, and race will no longer determine the ability to earn a living wage, access to housing, or the ability to achieve healthy life outcomes. The Gender Justice Project seeks to lift the entire community by using targeted strategies that center those most marginalized to achieve universal outcomes for all. We work in partnership with the [Seattle Race and Social Justice Initiative \(RSJI\)](#). The Gender Justice Project is housed within the [Seattle Office for Civil Rights](#).

### ALL GENDER RESTROOM ORDINANCE

**Ordinance Excerpt** The All-Gender Restroom Ordinance helps achieve greater restroom access for transgender and gender diverse individuals. Seattle's Public Accommodations Ordinance ([SMC 14.06](#)) also clarifies the rights of individuals to use gender-specific facilities that are consistent with their gender identity.

The All-Gender Restroom Ordinance applies to existing and newly-built City facilities, as well as in public places in Seattle. It allows use of single occupant restrooms by any person, regardless of sex or gender identity, and prevents those restrooms from being restricted to a specific sex or gender identity. Single occupant restroom facilities without appropriate signage already in place will require new signs to be posted.

All-gender restrooms are facilities that anyone can use regardless of gender. They benefit many people, including transgender and gender diverse individuals, people who require the assistance of a caregiver of a different gender, and parents with children of a different gender.