



The University of Vermont

December 13, 2017

TO: The UVM Community

FROM: Tom Gustafson, Vice President for University Relations and Administration

Wanda Heading-Grant, Vice President for Human Resources, Diversity, and Multicultural Affairs

Annie Stevens, Vice Provost for Student Affairs

RE: Gender Inclusive Restroom Progress Report

As we noted last February in our last progress report, we recognize that health, safety, and inclusivity are critically important to the learning environment. Our students have been at the forefront of raising both concerns and our consciousness about gender and restrooms, and the importance of this issue to UVM's longstanding commitment to continue to build a more welcoming and inclusive community. The ability to choose a public restroom that meets individual needs, including the continued expansion of ADA verified facilities, is an expectation that should be met across the campus.

As the Gender Inclusive Restroom Task Force expressed in its report of August, 2016:

Creating non-gender-segregated restrooms can be minimally complicated and beneficial to the larger community. ...*By eliminating the whole idea that one restroom is for men and one is for women, we would be able to get rid of the stereotypical expectations that cause so much trouble. No one would feel like they were in the wrong restroom or that they could make someone else feel unwelcome simply because that person did not look the right way. Parents could keep an eye on their children and people who need assistance would be able to get that assistance from any family member or attendant.* (Transgender Law Center, 2005).

We are pleased to report that significant progress is being made to offer more accessibility and better restroom choices, as well as continuing opportunities to raise awareness of gender-inclusive issues, challenges, and resources within the UVM community.

Here are some recent changes since we last reported to you, as well as upcoming plans and projects for your information:

1. Progress on installing single user restroom signs to replace gendered words and/or pictograms:

- Sign installation completed in Votey Hall, Bailey-Howe Library and Discovery Halls during construction during the summer.
- Installation of signs in campus buildings is now largely complete.
- Additional restroom signs are being ordered and installed in off campus restrooms that were not included in the original order, and any mislabeled rooms. We are creating an inventory for any future adds or changes that may be needed in the near term. (See attachment for the full array of newly updated signage designs).

2. Progress on modifications in specific buildings:

- Old Mill Men's Room 312 conversion to a Single User Restroom, with sign installed, directional signs modified, and building users consulted and notified.
- Old Mill Women's Rm. 326 conversion to a Multi-stall Gender Inclusive Restroom, with privacy trim installed at existing stall doors, new signage, and building users consulted and notified.
- Jeffords Men's B005 conversion to a Multi-stall Gender Inclusive Restroom, with new signage, building user consultation and notification.
- The Bailey/Howe modifications were completed some time ago, resulting in Gender-Inclusive options on every floor.
- Plans for the new Multipurpose Recreation/Wellness/Athletics/Events Center include multiple Gender Inclusive Restrooms.

3. Other Projects and Facilities:

- Restrooms in STEM Phase 1 and 2 have been redesigned.

- Work by an architect underway to examine options for conversion of two restrooms in Lafayette and a restroom in Waterman has begun.
- Additional Multi-stall Gender Inclusive Restrooms being planned as resources will allow. This will necessitate long-term prioritization and phasing.
- Guidelines and prototype configurations will be finalized during this semester for use in those cases where a larger multi-use restroom is chosen for conversion.
- Design protocols for major renovations and new construction are also being finalized.
- Renovations to Taft School on South Williams St. includes single-use and multi-stall Gender Inclusive Restrooms.
- Upcoming projects include Mann Hall, Royall Tyler Theater.
- In Residential Life, all complexes have Gender Inclusive Restrooms in common spaces. New construction and renovations will create additional Gender Inclusive Restrooms in living spaces such as those in the Central Campus Residence Complex.
- A Gender Inclusive Restroom Location Map is being modified to coincide with restrooms surveyed. A comprehensive, interactive Campus Map will be finalized during the Spring, 2018 semester and made available online.

We are continuing to make progress on restroom choice and accessibility, and welcome input from the UVM Community as we move forward. Please share your thoughts with us via [email](#) and read the [Gender-Inclusive Restroom Task Force Report](#) for more information.