



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 Restrooms

At The University of Vermont, we recognize that health and safety 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 is an expectation that should be met across the campus.

We want to acknowledge students and others in our community for their continuing efforts to increase awareness about gender-specific spaces and how they make some members of our community feel unsafe and excluded. We also wish to thank the members of the Gender-Inclusive Restroom Task Force, whose findings and recommendations have informed the progress and plans outlined in this memorandum. The Task Force Report is available here:
<http://www.uvm.edu/~lgbtqa/docs/GIRT%20Report%20FINAL.PDF>

It is important that we work together to change our campus environment to help all members of our community feel comfortable in our facilities. The fact that individuals are sometimes forced to move from one building to another to find an appropriate restroom is a situation we are working to rectify. Over time, we will be making changes in our restroom signage, usage, and configurations to accomplish these goals.

From a practical standpoint, relatively little will actually change in terms of the day-to-day use of restrooms. On other campuses where similar changes have been made, most people have simply continued using the facilities most familiar to them and visitors have adapted quickly.

Here is a list of some recent changes and future plans for your information:

- 1) Buildings with high student traffic are being identified and selected for bathroom conversions to ensure that there are gender-inclusive restrooms available in each building. The Bailey/Howe Library has completed this process through a combination of signage and restroom reconfiguration, and the Patrick/Forbush/Gutterson complex has done so with both restrooms and locker/changing rooms.
- 2) Other buildings that do not currently have such facilities available include Old Mill and Jeffords, which are being addressed and modified in the near future.
- 3) Over the course of this semester, individual use restrooms will no longer be gender-specific, and appropriate signage will be installed. Relatively few single-use restrooms on campus remain gender-specific and will require this change.

- 4) In the near term, some of our smaller restrooms with more than one fixture will be converted into gender-inclusive restrooms in high traffic buildings like Old Mill.
- 5) Larger multi-use restrooms, such as some in Waterman, present challenges in terms of privacy considerations and reconfiguration cost. Guidelines and prototype configurations will be developed during this semester for use in those cases where a larger multi-use restroom is chosen for conversion.
- 6) Protocols for major renovations and new construction will also be developed.
- 7) New signage for restrooms has been finalized and will be appearing as changes are made. This signage supplements traditional gender depictions and instead identifies accessibility information and number and types of fixtures present. This change is being made in order to provide restroom spaces on our campus where any person can access the room without being questioned on the basis of gender.
- 8) While people will be welcome to continue using restrooms they have used in the past, some restrooms will no longer be assigned to a specific gender. Members of our community who are not comfortable sharing a restroom with people of other genders will have gender-specific restrooms available.
- 9) Gender-inclusive restrooms are also helpful to parents or guardians with children of a different gender. In addition, people with disabilities who have an assistant of a different gender benefit from gender-inclusive facilities.
- 10) Beyond removing gender barriers to our restrooms, we will also continue efforts to improve the access to the restrooms for people with disabilities. Our work on these projects will be ongoing.
- 11) Funding for priority modifications and renovations will be identified within existing resources for campus facilities projects.
- 12) A campus map indicating gender-inclusive restroom locations is located at:
- 13) https://www.google.com/maps/d/embed?mid=1YVtzyM6g_blfsI9cETB0iuJBnps

Further updates will be forthcoming as progress is made. Additional information is available at: <http://www.uvm.edu/~hrdma/> or go.uvm.edu/transinfo. In addition, key departments who interact with the public and other constituencies will receive information and training with respect to the philosophy and justification for gender-inclusive facilities.

Questions, concerns, and suggestions may be forwarded to the appropriate resources below:

- Campus Planning: Email: cpm@uvm.edu
- LGBTQA Center, 461 Main Street, Allen House: Email: lgbtqa@uvm.edu
- Vice President for University Relations and Administration: Email: universityrelations@uvm.edu
- Vice President for Human Resources, Diversity, and Multicultural Affairs: Email: VPHRDMA@uvm.edu
- Vice Provost for Student Affairs: Email: StudentAffairs@uvm.edu