



## INCLUSIVE RESTROOM FACILITIES POLICY

No: SAAP 6-6

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**AUTHORITY:** UW Board of Regents Policy Document 19-15 (Physical Development Principles)  
UWM SAAP 5-1 (Discriminatory Conduct and Consensual Relationships Policy)

**INITIATOR:** Vice Chancellor for Community Empowerment & Institutional Inclusivity  
Vice Chancellor for Finance & Administrative Affairs

**RESPONSIBLE PARTIES:** LGBTQ+ Resource Center  
Chancellor's Advisory Committee for LGBTQ+ Advocacy  
Chancellor's Advisory Committee for Campus Accessibility  
FAA – Facilities Planning & Management (FPM)

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### I. Statement of Purpose:

This Policy establishes guidelines and procedures related to the creation, adaptation, and implementation of inclusive restroom facilities in pre-existing and newly-constructed campus buildings. Such facilities should support the health and safety of all students, faculty, staff, and visitors of the University of Wisconsin-Milwaukee (UWM).

The provision of single-stall, gender inclusive restrooms is intended to provide safe alternatives to multi-stall, gender-specific restroom facilities, which can be problematic and unsafe for students, faculty, staff, and visitors who may be harassed or discriminated against based on their perceived or actual gender identity, gender expression, sex, sexual orientation, ability status, or other identity, as well as other factors that make the use of a private, gender inclusive facility preferable for certain individuals which may include but are not limited to those accompanied by young children, those who identify as transgender, gender non-conforming, or who are variant in their gender expression, those who have physical impairments or other disabilities, and those who use alternative transportation.

The right to accessible and safe use of the multi-stalled bathrooms appropriate to their gender identities and other status(es) will also be supported and protected by UWM.

### II. Definitions:

New Construction Building: any new building construction or major renovation governed by the State of Wisconsin or the University of Wisconsin Board of Regents on behalf of UWM or any building construction governed or managed by the UWM Real Estate Foundation that takes place after the effective date of this policy.

Pre-Existing Building: any building owned or governed by the State of Wisconsin or University of Wisconsin Board of Regents on behalf of UWM or any building governed by the UWM Real

Estate Foundation that existed prior to the effective date of this policy.

Inclusive Restroom Facility: a single-stall, single occupancy, lockable, ADA accessible restroom that includes universal design elements and has an infant changing table and that can be used by any person(s).

Multi-stall Inclusive Restroom Facility: a multi-stall, multiple occupancy, restroom open to all genders, with stall dividers, vacancy/no vacancy locks, a panel of shared sinks, a wheelchair accessible stall, and appropriate signage.

Gender-Specific Restroom Facility: a facility open either only to women or only to men. Note: “women” includes cisgender and transgender women, and “men” includes cisgender and transgender men.

### **III. Policy.**

A. Standards. Unless a variance is granted as described below, UWM will comply with the following standards:

1. New Construction and Renovations. New construction buildings, or renovations of existing buildings where restroom renovations are within the proposed project scope, will include the following restroom facilities:

- At least one inclusive facility on the first floor of the building, which shall be at the ground or street level;
- For buildings taller than two stories, at least one inclusive facility on every other floor, beginning at the street level. To the extent that a variance is granted to this requirement, consideration must be given to whether it is possible to include an equivalent number of inclusive facilities within the building even if they cannot be located on every other floor.
- Locker Rooms. Locker, changing, and shower facilities will include 5% inclusive facilities with a minimum of two inclusive single-stall locker, changing, and shower facilities located near the gender-specific locker rooms.

2. Posting. UWM will design and use consistent signage relating to the location of inclusive restroom facilities. UWM will also provide web-based information on the location of inclusive restroom facilities.

B. Variance. In instances where UWM believes that compliance with the express terms of this policy is not reasonably feasible or practicable, a variance may be granted by the Associate Vice Chancellor for Facilities Planning and Management. However, prior to granting such a variance, the AVC will share the rationale with the Chancellor’s Advisory Committee for LGBTQ+ Advocacy and the Chancellor’s Advisory Committee for Campus Accessibility.

C. Applicability. This policy applies to all UWM owned and managed buildings, including residence halls. UWM shall work with the UWM Real Estate Foundation to incorporate, to the extent reasonably possible, the standards and/or principles

articulated in this policy in any building constructed by the UWM Real Estate Foundation for the benefit of UWM. UWM will also share this policy with entities having oversight over buildings built or renovated by UWM or on behalf of UWM, such as the Wisconsin Department of Facilities Development, and encourage them to follow it in projects relating to UWM.

**IV. Procedures.** To monitor that this policy is followed and to encourage transparency in the planning of new construction and for renovations of pre-existing building(s), each year by November 1, FPM shall provide to the following committees a written report that summarizes the current inventory of Inclusive Restroom Facilities and active plans and projects related to new building construction and pre-existing building renovations involving restrooms:

1. Physical Environment Committee;
2. Chancellor's Advisory Committee for LGBTQ+ Advocacy; and
3. Chancellor's Advisory Committee for Campus Accessibility.