

**Article 29 – Restrooms and Locker Rooms**

To create inclusive work spaces on campus, the University agrees to provide access to gender-neutral restroom facilities. All newly constructed or renovated buildings will include at least one gender-neutral restroom facility per floor. Building floors with at least three restrooms shall have at least one male restroom, one female restroom, and at least one gender-neutral restroom per pair of binary-gendered restrooms. For buildings with fewer than three restrooms per floor, one binary-gendered restroom per floor should be converted into a gender-neutral restroom.

All restrooms shall be in a location that is easily accessible while providing privacy to users. For example, gender-neutral restrooms that have been combined with accessible restrooms that open slowly into a heavily transited hallway are not considered sufficiently private. It should not be evident to passersby who the user of the restroom is.

If there are no single-occupancy restrooms on a floor of a given building, multi-stall restrooms will be converted from binary-gendered restrooms to gender-neutral ones. For floors where both male and female restrooms exist, male restrooms will be preferentially converted to gender-neutral restrooms.

Gender-neutral restrooms should not be converted to the exclusion or limitation of ADA-compliant restrooms.

Menstrual hygiene products, as well as condoms for all genders and dental dams, will be provided by the University free of charge in all restrooms on campus.

Gender-neutral locker rooms, to include locker areas, locker-room bathrooms, and locker-room showers, will also be made available in buildings with locker-rooms. Gender-neutral locker rooms must ensure the safety and privacy of Graduate Employees and must be sufficient for demand such that Graduate Employees are not required to wait for unreasonable periods of time to gain access to them. Further, gender-neutral locker rooms cannot be conflated with staff locker rooms in Dixon Recreation Center and the Women's Building.