

All Gender Restroom Standard

I. PURPOSE/SCOPE

The purpose of this All Gender Restroom Standard is to provide direction on the implementation of all gender restroom facilities in all Portland State University (PSU) owned and operated buildings. PSU promotes access, inclusion and equity as pillars of excellence and believes that everyone should be treated with dignity and respect. Many people may experience difficulty and inconvenience when required to use gender specific restrooms. The Standard is intended to address several issues that are associated with gender specific restrooms:

- Individuals who don't conform to stereotypical notions of gender sometimes struggle when faced with only gender specific options
- Parents and caregivers with different gender children
- Community members with disabilities who need assistance from a different gender caregiver
- Some individuals are territorial about policing gender in public restrooms, creating situations that may lead to harassment towards trans and gender nonconforming people, different gender caregivers, and people with disabilities.

The Standard is managed and updated by the Campus Planning Office in collaboration with the Office of Global Diversity and Inclusion and the Queer Resource Center. The Standard was originally approved by the Capital Advisory Committee on August 11, 2015. The Standard applies to all PSU owned and occupied space. Section III, below, describes how the Standard is specifically applied.

II. DEFINITIONS

All gender single occupancy restroom: Any single occupancy restroom that does not designate a gender and can be used by people of any gender or gender identity.

Gender specific single occupancy restroom: Any single occupancy restroom that has been designated men or women.

All gender single occupancy (family): A large all gender single occupancy restroom that has been designated for family use.

All gender multi-stall: Any multi-stall restroom that does not designate a gender and can be used by people of any gender or gender identity.

Gender specific multi-stall: Any multi-stall restroom that has been designated men or women.

Major renovation: A renovation where the total project cost exceeds 50% of the building's replacement value.

III. ALL GENDER RESTROOM STANDARD

All gender restrooms shall be provided in all new construction and major renovations and when financially feasible added to minor building renovations and incorporated into existing buildings. The required and recommend design standards are described below.

A. New Construction and Major Renovations

At least one multi-stall and/or single occupancy all-gender restroom will be created in renovated or newly constructed buildings. Occupancy loads will be the determining factor in the creation of a multi-stall all gender restroom. At least one multi-stall all gender restroom, and no single stall restrooms, will be created if the following occupancy loads are exceeded in a building:

1. 50+ FTE employees and 200+ student, or
2. 100+ FTE, or
3. 400 students

If the above occupancy loads will not be exceeded in a newly constructed or renovated building, then the construction of at least one multi-stall all-gender restroom OR one single-occupancy all gender restroom will be created. Gender specific single-occupancy restrooms will never be created.

B. Alteration of Existing Restrooms

All buildings that had single occupancy gender specific restrooms have been converted to all gender restrooms.

Buildings that are not slated for a major renovation are eligible to have existing multi-stall gendered restrooms altered to create multi-stall all gender restrooms if funding is available. Assessment and feasibility is led by the Campus Planning Office who will seek input from the Queer Resource Center, Global Diversity & Inclusion, Facilities & Property Management, and Capital Projects & Construction.

Prior to alterations of an existing restroom to all gender, a notice for public comment will be given to occupants of the building to provide comments and feedback on the proposed plan to alter the existing restroom. This feedback will be taken into consideration. Final approval to alter a restroom is made by the Associate V.P. of Planning, Construction and Real Estate.

IV. REQUIRED DESIGN STANDARDS

The Standard will be incorporated in Portland State University's Technical Design Standards (TDS) and will use the same fixtures and stalls as indicated in the TDS Appendix 01.6 – Restroom Preferences.

- A. Partitions will include no-sightline or ultimate privacy features such as high partition panels and a smaller gap at floor level than standards partition layouts.
- B. Changing station will be included in all new and remodeled restrooms.

- C. Single occupancy restroom will include ADA lever/closer hardware with secured locks that include occupancy indicators.
- D. Urinals will not be included in multi-stall or single-stall restrooms.
- E. Sanitary napkin disposals will be included in every stall.
- F. Signage will conform to PSU Campus Planning Office requirements (appendix 01.7) and will include a standard symbol (pictogram) of a toilet and the verbiage "All Gender".

V. RECOMMENDED DESIGN STANDARDS AND LOCATION

The following design recommendations should be incorporated when feasible. The locations of all gender restrooms will be determined by Capital Project & Construction project managers and should consider the following location and design recommendations:

- A. Doorless entries to restrooms are encouraged.
- B. Multi-stall restrooms should be four stalls or more.
- C. Multi-stall restrooms that are converted from gendered to all gender should include informational signage with the following verbiage:
"This all gender restroom provides facilities that are safe, accessible, and convenient to all people, including all gender identities and expressions and people who require attendants or caregivers of a different gender."
- D. Multi-stall all gender restrooms should be located in high-traffic areas and given the same location preference as gender specific restrooms.
- E. When feasible, gender-specific restrooms should be within close proximity.
- F. When feasible, the first floor should be avoided for single-occupancy all gender restrooms.