Restroom Regulatory References

WASHINGTON STATE BUILDING CODE
CHAPTER 51-50 WAC
INTERNATIONAL BUILDING CODE 2015 Edition

2902.2 Separate facilities. Where plumbing fixtures are required, separate facilities shall be provided for each sex.

Exceptions:
1. Separate facilities shall not be required for dwelling units and sleeping units.
2. Separate facilities shall not be required in structures or tenant spaces with a total occupant load, including both employees and customers, of 15 or less.
3. Separate facilities shall not be required in mercantile occupancies in which the maximum occupant load is 100 or less.
4. Separate facilities shall not be required in spaces primarily used for drinking or dining with a total occupant load, including both employees and customers, of 30 or fewer.

Quantities of required plumbing fixtures for each sex are defined in Table 2902.1 of the building code. The campus was constructed to meet the minimum number of required plumbing fixtures based on occupancy.

Single-occupant restroom facilities are not a requirement of the building code.

• UW1, UW2, Library buildings built in 2000/2001 were not designed with single-occupant restrooms.
• UWB received requests for single-occupant restrooms and planned to provide at least one in all future new building projects.
• All facilities occupied after 2010 - UWBB, Husky Village, Conservatory, DISC, and ARC - were designed with at least one single occupant restroom.
(1) Facility use. All covered entities shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, dressing rooms, and homeless or emergency shelters, that are consistent with that individual’s gender expression or gender identity. In such facilities where undressing in the presence of others occurs, covered entities shall allow access to and use of a facility consistent with that individual’s gender expression or gender identity.

(2) Cannot require use inconsistent with gender expression or gender identity. A covered entity shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual’s gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.

(a) If another person expresses concern or discomfort about a person who uses a facility that is consistent with the person’s gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available.

(b) Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person’s actions or behavior while in the facility, and must be unrelated to gender expression or gender identity. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.

(4) Provision of options encouraged. Whenever feasible, covered entities are encouraged to provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

As a general rule, UW campuses are already compliant with the WAC in that campuses do allow individuals to use facilities consistent with that individual’s gender expression or gender identity. UW has not established specific policies or practices for the implementation of facilities.
Campus Restroom Inventory

*Does not include Cascadia College buildings – to be added in June*

There are four restroom types on campus:

- **Male multi-occupant**
  - 26 Restroom only
  - 4 With shower and locker room facilities
  - 35% of total inventory

- **Female multi-occupant**
  - 25 Restroom only
  - 4 With shower and locker room facilities
  - 34% of total inventory

- **All Gender/Family single-occupant**
  - 12 Restroom only
  - 4 With shower and locker room facilities
  - 1 Shower only
  - 18% of total inventory

- **Restricted Use**
  - 1 Male Restroom only
  - 1 Female Restroom only
  - 6 All Gender Restroom only
  - 1 Male With shower and locker room facilities
  - 1 Female With shower and locker room facilities
  - These restrooms are located in areas where public access is restricted
  - 12% of total inventory
**Next Step Recommendations**

UW campuses, as a whole, are already compliant with the WAC in that we do allow individuals to use facilities consistent with that individual’s gender expression or gender identity.

**PHASE 1 (May/June 2016)**

1. Signage Review with Student Diversity Council (Gender Equity Club, Parent Council, ADA), Diversity Council, and open forums
   - Consensus on the use of this type of posting on campus and consensus on the sign language – where to post
   - At some Seattle campus buildings, an inclusivity description is posted to affirm restroom use by gender identity:
     
     We invite trans & gender-nonconforming students, faculty, and staff to use the bathroom they feel most comfortable with. Do not question the gender of others using the facilities. Access to bathrooms is a fundamental right for everyone.
• Male restroom signage is defined by code – examples

• Female restroom signage is defined by code – examples

• Single-occupant signage is not defined by code – examples - consensus on the sign type to be used at campus single-occupant restrooms
PHASE 2 (Fall Quarter 2016)

1. Design standard for restrooms
   ACTION: Engage a group (TBD) to develop design standard preferences for each restroom type.
   • Preferred quantity of single occupant restrooms per building
   • Preferred fixture types
   • Preferred commodities provided
   ACTION: Add restroom standard to campus design guide for future building construction projects.

2. Building Plans
   ACTION: Review existing restrooms for opportunities to incorporate standard preferences.
   • Space impact
   • Estimated costs
   • Timelines to implement

3. Seattle and Tacoma
   • Will students, faculty, staff expect their experience to be similar when they travel between campuses and compare services that are available?
   • Engage a group (TBD) to review and compare other campus resources including:
     o FAQ http://compliance.uw.edu/sites/default/files/16-1-5%20FAQs%20re%20restrooms.pdf
     o Website https://www.tacoma.uw.edu/diversity/all-gender-bathrooms
   • Develop relevant and desired online (or other) resources for Bothell
   • Communicate action plans to students, faculty, staff, UW and Cascadia College