

Washroom Signage Policy

Organizational

BACKGROUND

Washroom use can be difficult to navigate for a broad range of people due to gender specific washroom designations in most public buildings. Caregivers who wish to assist a child of a different gender, and trans identified people should be able to use the washroom of their choice without fear of discrimination from other washroom users.

The519 chose to take a leadership role in washroom policy by designating four single stall washrooms and two multi-stall washrooms as All Gender Washrooms.

POLICY STATEMENT

The 519 is committed to promoting respect, inclusivity and equality for all program users, staff, volunteers and members of the public. As a community centre serving a diverse community, we endeavour to provide a space that is welcoming to everyone, regardless of sexual orientation, gender identity, family make-up or ability. In order to extend this welcoming and affirming nature to our washroom facilities, we have enacted the following Washroom Policy in order to provide for a variety of abilities, uses and gender expressions.

APPLICATION

This policy applies to all employees, volunteers, program participants and visitors to The519.

GENDERED WASHROOMS

The519 offers traditional men-only and women-only washrooms on the second and third floors, and individuals may use the washroom of the gender in which they identify. Individuals who self-identify as male may use the 'Men's Washroom' and individuals who self-identify as female may use the 'Women's Washroom'. Self-identity is the only criteria to determine which washroom a person uses.

ALL GENDER WASHROOMS

We acknowledge the fact that there are many individuals using The519 who will benefit from "All-Gender Washrooms".

These would allow for a father and his daughter, or a mother and her son, to enter the same washroom together. "All-Gender washrooms" will also benefit those whose gender identity or gender expression is more complex than simply "male" or "female". For

	<p>individuals who fall outside the gender binary, access to washrooms can be constant source of frustration.</p> <p>To support these families and individuals, and to recognize the diversity within our communities, The519's first floor multi-stall washrooms are designated "All-Gender Washrooms". They are not labelled for men or for women exclusively. Any person may use these facilities.</p>
ACCESSIBILITY	<p>One washroom on each floor of The519 has been designed with a variety of accessibility needs in mind. These washrooms are single-use spaces with door-opening technology, enough space to manoeuvre mobility devices and in some cases, a change table. Accessible washrooms provide additional privacy to the user(s) and allow for families and individuals requiring the assistance of a support person the space they require to comfortably use the facility.</p>
SIGNAGE	<p>Signage shall be placed on each washroom designating if the washroom is a "Men's", "Women's" or "All-Gender" washroom. Signage for the "All-Gender Washroom" shall provide direction to the nearest gendered washroom and vice versa.</p> <p>Washroom Signage shall not utilize images of people, so as to avoid gender stereotyping, but shall instead indicate which fixtures exist inside the washroom (i.e. toilet, sink, urinal, change table etc.). All signage will include Braille.</p>
IMPLEMENTATION	<p>This policy was implemented in April 2010.</p>
COMPLIANCE	<p>Fewer complaints about transphobia and misgendering regarding washrooms, compared to before April 2010.</p> <p>Positive feedback from children's programs and trans programs in particular.</p>
APPROVED BY	Executive Director
DATE APPROVED	April 8, 2010
REVISED	August 6, 2015 January 31, 2013
RELATED INFORMATION	<p>Anti-Harassment and Discrimination Policy Values Statement Mission of The519 Constitution of The519</p>