**All-Gender Bathrooms:**

**What the new City Ordinance Means for North**

**Why is this important?** Additionally:

* 53% of transgender and gender-nonconforming (GNC) people have faced verbal harassment or disrespect in places of public accommodations
* 8% report being physically attacked (2011 National Transgender Discrimination Survey).

These experiences impacted respondents’ access to education and employment, their health and ability to participate in public life.

**What does the law say?** On August 10, 2015, the Seattle City Council unanimously passed legislation requiring all places of public accommodation in the City of Seattle to provide all-gender restrooms (seattle.gov/civilrights). Seattle joins West Hollywood, California and Washington, D.C. in requiring all single-stall restrooms to be labeled as all-gender or gender-neutral. This legislation will increase access to safe public restrooms for transgender GNC residents and visitors in Seattle. The Seattle Office of Civil Rights (SOCR) is responsible for enforcing these changes. Federal law protects transgender people from discrimination under Title VII, backed by the U.S. Departments of Justice (DOJ), Labor (DOL), and Education (ED). Furthermore, state law explicitly prohibits discrimination based on gender expression and actual or perceived gender identity (aclu.wa.org).

**What’s happening at North?** Two single-stall all-gender bathrooms are now available at North in the HSSR building! More to come?

Student Leadership, the Feminist Alliance, and the Women’s Center are leading the initiative for more all-gender bathrooms, which is also backed by the Student Administrative Council and the Gender & Women’s Studies Advisory Committee. The goal is to convert 1/3 of multi-stall bathrooms in all campus buildings too all-gender, leaving 2/3 gendered as men’s and women’s.

Benefits include:

* More welcoming, inclusive campus
* More total number of stalls accessible to women
* More bathrooms for families, especially for parents with a child of the opposite sex
* Creates options for survivors of assault by someone of the same sex
* More bathrooms for people with disabilities whose attendant is of the opposite sex
* More options for people with disabilities who are trans\* or GNC
* Compliance with City of Seattle ordinance
* Compliance with WA State Law Against Discrimination (WLAD)

As a short-term measure, the Feminist Alliance student club brought the [#illgowithyou](http://www.illgowithyou.org/) campaign to NSC last year. The focus of this project is to offer allyship and assistance to trans\* and GNC people. Throughout the school year, anyone can sign up to be a #illgowithyou ally at Student Leadership or the Women’s Center. We offer trainings every quarter.

**What’s happening elsewhere?** Over 150 colleges and universities in the U.S. have converted, installed, or added all-gender bathrooms on their campuses to provide access to a basic human need.  The University of Washington, Whittier College, UC Berkeley, and Portland State University all have had multi-stall all-gender bathrooms for several years. There have been no reports of incidents or safety issues. The number of campuses offering gender-neutral housing is also increasing – campuspride.org reports 199 colleges and universities.

**Join the initiative, bring your enthusiasm, expertise, and energy! We are looking for representatives from across the campus. Contact:** [NSC.GNB@gmail.com](mailto:NSC.GNB@gmail.com)

* Chilan Ta, Women’s Center Manager
* Julius Rodriguez, Program Specialist, Student Leadership & Multicultural Programs

