


Room for Everyone

Bathrooms for All





*Trans people are extraordinary,
strong, intelligent, persistent and
resilient. We have to be.
And we will not stand for
the picking and choosing of
rights. We still have hope.*

Grace Dolan-Sandrino, activist and artist

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A Message From Trust Women

Over the past couple of years, we've seen legislatures across the country pass bill after bill in a wave of unprecedented attacks on the civil rights of millions of Americans. Voter suppression, abortion bans and laws criminalizing trans people's existence are now commonplace across the country.

While our state legislature is busy trying to make people illegal, we stand in solidarity with our community. No one should feel unwelcome or unsafe just for existing and expressing their authentic self.

We're excited that so many local businesses and organizations are looking for ways to take a public stance against this extremist discrimination by openly supporting trans and gender non-conforming people.

In addition to celebrating our diverse community with pride flags, bumper stickers and social media posts (all of which are great!), one simple way to make a real impact is to make all your businesses or organization's restrooms accessible to all people, regardless of their gender-identity.

We'll provide tips and best practices in the following pages of this handout, as well as the signage for when you decide to implement gender-neutral restrooms in your building. This is a small change that can send a big message to your community that you stand in solidarity with ALL of your neighbors.

Why Change Public Restrooms?

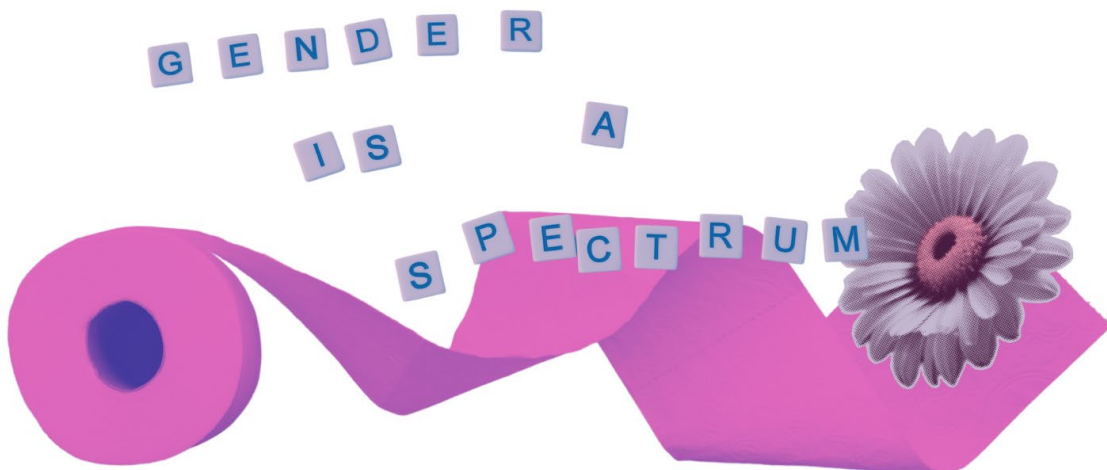
Because everyone on the planet needs to use the restroom.
That's really it.

Unfortunately, some lawmakers have decided to make using the bathroom weird by targeting trans and gender non-conforming people with inflammatory legislation meant to create division and stoke fear in our communities.

One way that they've targeted our trans community is by making it illegal for people to use gendered public bathrooms that match their own gender identity. In Kansas, the recently passed "Women's Bill of Rights", Senate Bill 180, does nothing to enumerate any protections for women, but it does make it more difficult for trans and gender non-conforming people to safely use public spaces by rigidly and unscientifically defining gender and sex.

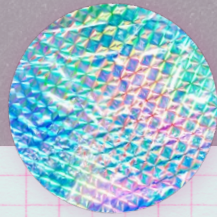
In Oklahoma, anti-trans legislation is running rampant through the statehouse. House Bill 1449 is a so-called "Women's Bill of Rights", similar in almost every way to Kansas' SB 180, and again, pits women against trans people while protecting neither.

The truth is that trans and gender non-conforming people have been using public restrooms since public restrooms have existed, which is to say, forever. Lawmakers in both Oklahoma and Kansas are not looking to solve problems, they're trying to create them. If we truly want to keep our communities safe, it falls on all of us to make sure they do not succeed.



Stick With It

While “family restrooms” are becoming more common place, a gender-neutral restroom may be confusing for some people, especially if they’ve never encountered a gender-neutral bathroom before. Here are some tips and best practices to make sure everyone feels safe and represented when using your new welcoming restroom.



- * Have one or more single-occupancy or family bathrooms? Designate and label them “gender neutral” or “all gender.”
- * Have three or four multi-stall bathrooms? Turn one or two of them into gender neutral bathrooms. You can either keep them multi-stall or convert them to single-occupancy bathrooms by installing an “occupied/unoccupied” lock on the external door.
- * Only have two bathrooms and not in a position to build a third? Consider steps you can take to make your existing bathrooms more inclusive. Can you label them so that people feel empowered to use the bathroom that is most comfortable for them and can trust they won’t be harassed inside?
- * Be sure to have signs by your bathrooms and elsewhere that direct people to both your gender neutral bathroom(s) and your gender-specific bathrooms.
- * Make it clear that all people may use the bathroom that is right for them. Some transgender people desire gender neutral bathroom space; some identify as women and men and should not be pressured or forced out of women’s or men’s rooms.
- * Add your business to refugerestrooms.org, a directory of gender neutral bathrooms.



Bathroom Signage Options

We've provided a few different options for gender neutral signage that will match your current restroom set up. Our program will provide all the materials you need to implement gender neutral bathrooms in your business, and we'll even help celebrate with you on our social media feeds!

Let us know which sign you'll need for your facilities, and we'll provide the sign, installation and a best practice guide to help you roll it out to your staff and customers.



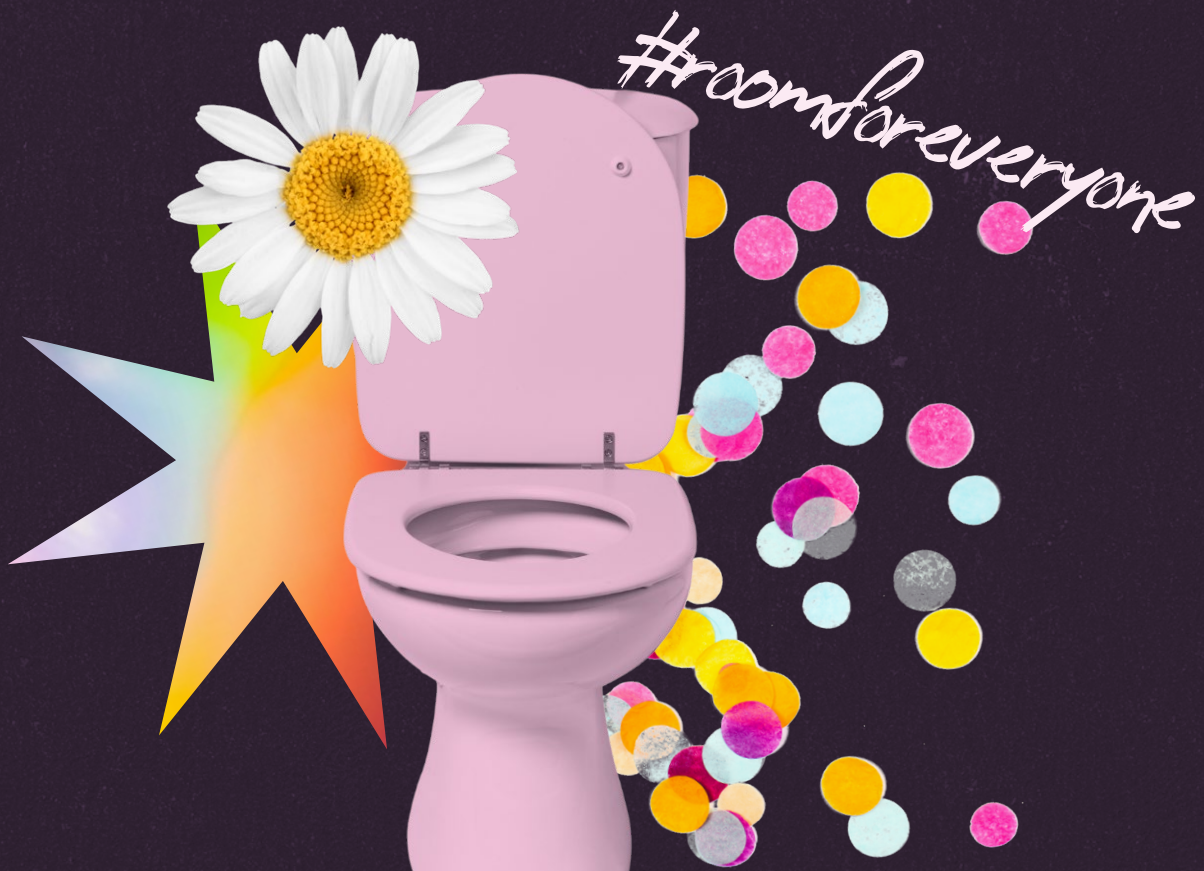
Next Steps

So, you've made your restrooms inclusive and you're ready to celebrate!

What now?

Make a post on social media about it, and be sure to tag Trust Women and use the #roomforeveryone hashtag. We love to celebrate good things happening in our community, and we're thrilled to have you alongside us!

Make sure you've talked with staff about how they can help your customers to easily navigate their new facilities. Need help? Check out our additional resources on the next page!



Additional Resources

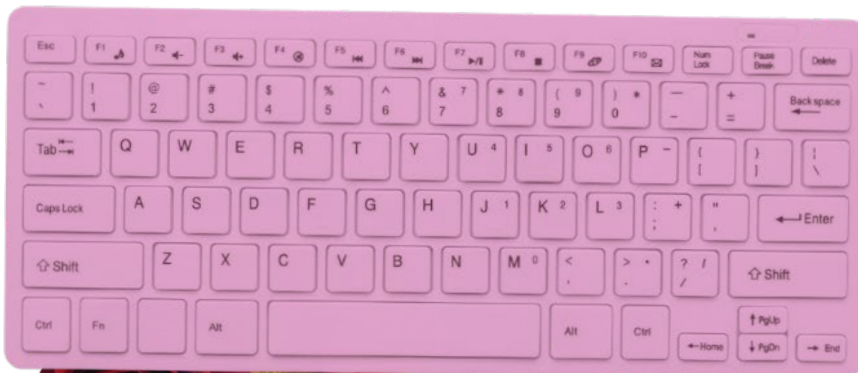
There is no shortage of online resources available for education and best practices pertaining to the importance of safe, gender-neutral bathrooms. Here are a few of our favorites to help get you started:

SHRM Benefits of Offering Gender-Neutral Bathrooms in the Workplace

OSHA Guide to Restroom Access for Transgender Workers

Gender Inclusive Restrooms: Dos and Don'ts

Transgender People Need Safe Restrooms





trustwomen.org



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