

Guidelines for Annex Employees on Accessing the All-Gender Restroom

Location of this document

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Background

Formerly, the Library Annex provided restroom access for employees and guests who identify as women (two restrooms) and those who identify as men (two restrooms). The conversion of one of these restrooms to a single-occupancy, all-gender facility provides safe restroom access for employees and guests who are trans and gender diverse. It also adds a more private option for everyone.

The [U.S. Trans Survey \(2016\)](#) demonstrates evidence of fear and discomfort around gender and bathroom usage not only being psychologically distressful but also physically harmful. 8% of their respondents developed a kidney issue or urinary tract infection from avoiding bathroom usage, 59% of respondents avoided using a restroom out of fear of confrontation, and 23% of workers within that year faced forms of mistreatment because of their gender. In addition, the [OSHA Sanitation Standard](#) now recommends providing employee accommodation with all-gender restrooms.

In Fall 2022, a small group of Annex employees met to discuss making an all-gender restroom accessible to UNT employees and guests. Our goal is to make the Annex as inclusive as possible. This goal is in line with the university's mission of fostering a caring, inclusive community and prioritizing a safe environment for all, and echoes efforts across campus to create more all-gender restrooms.

Location

The all-gender restroom is located where the rear men's restroom used to be in the back hallway of the Annex, near the water fountain. The sign next to the restroom states "Individual Restroom" in campus room marker colors and braille. It has a toilet with a stall and a urinal with a wall division. The entire restroom is single-use and lockable. It is wheelchair accessible and very spacious.

[Annex Building Map](#)

Usage

Who can use the all-gender restroom?

- People of any gender.
- People of any ability.
- Everyone.

Who can use the men's and women's restrooms?

Anyone can use any restroom, as no one is permitted to query/verify an individual's gender or accessibility needs. However, due to socialization, personal safety, and political pressures, those who

identify as or are perceived as women use the women's restrooms, and those who identify as or are perceived as men use the men's restroom.

Considerations

Why was the rear men's restroom chosen to convert?

The rear men's restroom was chosen because of its size, accessibility, and equipment. It contains a full stall and urinal. The two women's restrooms do not have urinals, and a sole occupant in the front men's restroom, which has two stalls and a urinal, would take away more opportunities for simultaneous bathroom use.

The all-gender restroom is the only restroom I can use due to accessibility concerns.

What do I do if it is occupied?

You could wait until it is unoccupied. Or, if it is an emergency, you could use the women's restroom next to the all-gender restroom. It is equally accessible and contains two lockable stalls with toilets, one of which is very spacious. Anyone can use any restroom; no one is permitted to query anyone's gender or accessibility needs.