

POLICY PROPOSAL

Policy Title:	Gender Neutral Toilets	Date Policy Proposed:	09/02/16
Proposer name:	Grace Anderson	Student ID Number:	Academic Officer

Union Notes:

1. Gender Neutral Toilets (GNTs) are toilets and/or bathroom facilities which do not have gendered signs and can be used by anyone.
2. There is currently only one GNT across all of ARU campuses and university owned buildings; located on the Cambridge Campus within the Mumford corridor.
3. Many transgender* people face verbal and/or physical abuse in their lifetime, for using a gendered toilet. This has happened before in other Students' Unions.
4. GNTs are also beneficial for parents and carers (and the people they assist/look after) who may need to accompany someone of a different gender to themselves in toilets on campus.
5. GNTs have been developed in several Students' Unions in the UK without complaints such as; Sheffield SU, Goldsmiths SU, Liverpool Guild and Leeds SU.

* If someone is transgender their gender identity doesn't conform to conventional stereotypes of "man" and "woman".

Union Believes:

1. Having GNTs on campus would benefit transgender students by removing the potential for verbal/physical abuse on the use of toilets on campus and helping them feel safer.
2. Parents and carers can use bathrooms with the people they assist/care for without any potential discomfort in the situation.
3. The use of GNTs would show students and staff of ARU that we do not want anyone to feel uncomfortable to be who they are.
4. In no circumstances should **all** toilets become gender neutral; this may disadvantage other people due to personal preference or cultural/religious reasons. However, personal preferences of individuals should not be used to disadvantage people who would benefit from the availability of GNTs.
5. The costs of implementing GNTs can be absolutely minimal; the only changes needed for converting existing toilets are the removal of gendered signs, replacing them with non-gendered signs and addition to maps/signs to toilets based on signage (gendered and non-gendered).
6. There are two ways in which GNTs can be implemented: the single toilet model (individual toilets with their own sink/hand dryers, as in Cambridge's Mumford building) or the multiple cubicle model (toilets with multiple cubicles and shared sinks/hand dryers which don't have gendered signs).

Union Resolves:

1. To campaign to Estates and Facilities to create university regulations which ensure that all university owned buildings have at least one accessible GNT.
2. To encourage Estates and Facilities to not only develop GNTs in the future but create or convert toilets that are gender neutral as appropriate.

3. To proactively encourage or co-ordinate a Gender Neutral Toilets Audit of ARU core campuses (Cambridge, Chelmsford and Peterborough) to look into the practicality of converting any gendered toilets to become GNTs.
4. To actively review, amend and change policy on GNTs for future developments such as gendered/non gendered signage of toilets and expanding this policy to accommodate gender neutral single cubical changing room facilities for the gym.