Additional information – all gender toilets

Introduction

We commit to working together to create a University community where diversity is recognised, valued and celebrated. (Equality, Diversity and Inclusion Strategy)

Designating all gender toilets on campus is a positive and welcoming message to trans\(^1\) and non-binary individuals and provides facilities that are inclusive.

The provision of all gender toilets on campus has been led by the Equality, Diversity and Inclusion Committee, Disability and Accessibility Group, Estates Services, the Equality and Diversity Office and supported by YUSU and GSA. A wide range of staff\(^2\) and students\(^3\) have been involved in the development of appropriate signage for these facilities.

What are all gender toilets?

All gender toilets are facilities for all which do not have gendered signage and which do not require the person using them to define into a gender.

Who uses all gender toilets?

The simple answer is anyone!

Trans and non-binary individuals may not feel comfortable using gendered facilities due to others’ reactions and also because gendered toilets may not meet their needs.

Individuals should not be restricted to using accessible toilets, because this can suggest that being trans or non-binary is a disability.

From an equality perspective, gender-neutral facilities are more inclusive to other members of staff and students (including for example, parents with young children\(^4\)).

Will all toilet facilities on campus become all gender toilets?

No, gendered toilet facilities will continue to be available.

---

\(^1\) Trans is used as an umbrella term. It includes trans men and women, non-binary people and dual role people. (Equality Challenge Unit)

\(^2\) the LGBTI Matters, INCLUDE staff network, and Equality Champions

\(^3\) YUSU and GSA LGBTQ networks and the YUSU Disabled Students’ Network

\(^4\) Equality Challenge Unit - Trans staff and students in HE and colleges: improving experiences
Where are the all gender toilets located on campus?

In the following buildings.

**Campus East**

- Constantine College Nucleus\(^5\)
  - Ground floor
- Piazza Building
  - All floors
- Ron Cooke Hub
  - All floors
- Sports Village
  - All floors

**Campus West**

- Spring Lane Building
  - All floors
- Library
  - All floors
- Chemistry
  - Blocks A, B, D, F and CHyM (Centre for Hyperpolarisation in Magnetic Resonance)

All the above buildings have accessible facilities on all floors.

---

\(^5\) Established by Constantine Student Association in 2015
What signage will identify the all gender toilets on campus?

<table>
<thead>
<tr>
<th>All gender toilets</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="WC" /></td>
</tr>
<tr>
<td>All genders welcome</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>All gender toilets that provide other facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="WC" /> <img src="image" alt="WC" /> <img src="image" alt="WC" /></td>
</tr>
<tr>
<td>All genders welcome All genders welcome All genders welcome</td>
</tr>
</tbody>
</table>

Further sources of information:

ECU’s 2016 [Trans staff and students in higher education: improving experiences](https://example.com) (internal use only)

Stonewall [Workplace Resources](https://example.com)

NUS [Gender Neutral Toilet Briefing](https://example.com)