



INCLUSIVE FACILITIES POLICY AND PROCEDURES FOR ALL BUILDINGS

No: S-67

DATE: September 2014

AUTHORITY:

University of Wisconsin Board of Regents Policy 19-15 (formerly 99-1)
UWM Non-Discrimination Policy S-47 UW Discriminatory Conduct Policy (Including Sexual Harassment)
UWM Administration

INITIATOR: Vice Chancellor for Global Inclusion & Engagement
Vice Chancellor for Finance and Administrative Affairs

RESPONSIBLE PARTY: LGBT Resource Center
Chancellors Advisory Committee for LGBT+ Advocacy

I. Statement of Purpose:

This Policy establishes guidelines and procedures related to the creation, adaptation, and implementation of inclusive facilities in pre-existing and newly constructed buildings for the health and safety of all students, faculty, staff, and visitors of the University of Wisconsin-Milwaukee.

The provision of single-stall, gender inclusive bathrooms is intended to provide safe alternatives to multi-stall, gender-specific bathrooms, which can be problematic and unsafe for students, faculty, staff, and visitors who may be harassed or discriminated against based on their perceived or actual gender identity, gender expression, sex, sexual orientation, ability status or other identity as well as other factors that make the use of a private, gender inclusive facility preferable for certain individuals.

Individuals who may be impacted by this include, but are not limited to: those accompanied by young children, those who identify as transgender, gender non-conforming, or who are variant in their gender expression, and those who have physical impairments or other disabilities, and those who use alternative transportation. Such individuals' right to accessible and safe use of the multi-stalled bathrooms appropriate to their gender identities and other status(es) will also be supported and protected by the University of Wisconsin-Milwaukee.

II. Definitions:

New Construction Building: Any new building construction or major renovation governed by the State of Wisconsin or the University of Wisconsin Board of Regents on behalf of the

University of Wisconsin-Milwaukee or any building construction governed or managed by the UWM Real Estate Foundation that takes place after the effective date of this policy. This definition shall include residence halls.

Pre-Existing Building: Any building owned or governed by the State of Wisconsin or University of Wisconsin Board of Regents on behalf of the University of Wisconsin-Milwaukee or any building governed by the UWM Real Estate Foundation that existed prior to the effective date of this policy. This definition shall include residence halls.

Inclusive Facility: a single-stall, single occupancy, lockable, wheel chair accessible (universal design) restroom that has an infant changing table and that can be used by any person(s).

Universal Design: the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

Multi-stall Inclusive Facility: a multi-stall, multiple occupancy, restroom with stall dividers, vacancy/no vacancy locks, a panel of shared sinks, a wheel chair accessible stall, and appropriate signage.

III. Policy

- A. In accordance with this policy, the following guidelines shall be followed, subject to the laws, regulations, guidelines, and policies of those entities having oversight over buildings built and renovated by or on behalf of UWM:
1. New construction buildings shall have at least one inclusive facility on the first floor of the building, which shall be the ground or street level.
 2. New construction building(s) that have five floors or more will, to the extent reasonably possible, have at least one inclusive facility on every other floor, beginning at the ground/street level. If it is not possible to provide at least one inclusive facility on every other floor, new construction buildings should, to the extent reasonably possible, include an equivalent number of inclusive facilities within the building even if they cannot be located on every other floor.
 3. New construction building(s) that have four floors or less will, to the extent reasonably possible, have at least one inclusive facility on every other floor, beginning at the ground/street level.
 4. Renovation of pre-existing building(s) will, to the extent reasonably possible, provide at least one inclusive facility on the first floor of the building, which shall be on the ground or street level.
 5. Renovation of pre-existing building(s) that have five floors or more will, to the extent reasonably possible, have at least one inclusive facility on every other floor, beginning at the ground/street level. If it is not possible to provide at least one inclusive facility on every other floor, renovated buildings should, to the extent reasonably possible, include an equivalent number of inclusive facilities within the building even if they cannot be located on every other floor.

6. Renovation of pre-existing building(s) that have four floors or less will, to the extent reasonably possible, have at least one inclusive facility on every other floor, beginning at the ground/street level.
 7. Multi-stall inclusive restroom facilities, to the extent reasonably possible, should be incorporated into any new construction or renovations of pre-existing buildings.
 8. The placement of signs outside all gender-specific restroom facilities indicating the position of the nearest inclusive restroom should be incorporated into any new construction or renovations of pre-existing buildings.
 9. Inclusive Restroom signage will be designed and used consistently throughout university facilities.
 10. Locker, changing, and shower facilities will, to the extent reasonably possible, uphold to inclusive facility standards by offering gender inclusive and/or single-stall locker, changing, and shower facilities and should assume universal design standards with regards to restrooms.
- B. UWM shall work with the UWM Real Estate Foundation to incorporate, to the extent reasonably possible, the standards and/or principles articulated in this policy in any building constructed by the UWM Real Estate Foundation for the benefit of UWM.

IV. Procedures

- A. To ensure that this policy is followed and to encourage transparency in the planning of new construction and for renovations of pre-existing building(s), the following procedures will be followed:
1. Each year by November 1, the Office of Campus Planning and UWM Real Estate Foundation shall each provide to the following committees and departments a written report that summarizes all plans, proposals, and decisions made related to new building construction and pre-existing building renovations:
 - a. Physical Environment Committee;
 - b. Chancellor's Advisory Committee for LGBT+ Advocacy;
 - c. ADA Advisory Committee; and
 - d. Chancellor's Office.
 2. The reports described in section IV.A.1 above will include a section that discusses a survey of all pre-existing buildings for identification of non-inclusive, non-Americans with Disabilities Act-compliant restrooms that can be reasonably converted to an Inclusive Facility(ies).
- B. The recipients of the reports described in Section IV. A shall have the right and opportunity to review said reports.