
Gender Inclusive Restrooms

Policy Statement:

- A. Bergen Community College (“BCC” or the “College”) seeks to create an inclusive campus environment for all students, faculty, staff, and visitors, regardless of their gender identity. These guidelines provide direction on the implementation of gender inclusive facilities in BCC buildings so the BCC community has access to facilities that correspond to their gender identity.
- B. In keeping with College’s policy of nondiscrimination on the basis of gender identity and expression, every individual has the right to choose which restroom to use based on their gender identity and preference.
- C. The College’s goal is to both follow federal and state guidelines and provide a safe and inclusive environment for every person on campus. To that end, inclusive, all-gender, accessible single-user restrooms are available across campus.
- D. There are many reasons a person would choose to use an all-inclusive, single-user restroom. For example, these restrooms are not gender specific, ensure accessibility for individuals with disabilities, provide privacy when assisting children and dependents, and allow for personal space and more privacy.
- E. This Policy applies to BCC-owned facilities at the Paramus, Lyndhurst, and Hackensack locations.

Reason for Policy:

- A. Bergen Community College believes that a campus environment that celebrates differences in people is beneficial to our entire community, and we are committed to

providing that through education, resources, advocacy, and emotional, social, and physical support.

- B. The provision of single-stall, all-gender accessible restrooms is intended to provide safe alternatives to multi-stall, gender-specific restrooms, which can be problematic and unsafe for students, faculty, staff, administrators, 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.
- C. Individuals who may be supported and protected 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; those who do not wish to be identified by any sex or gender identity; those who may be uncomfortable using a multi-stall gender-specific restroom; those who have physical disabilities; and those who use wheelchairs or other assistive devices.

Who Should Read This Policy:

Faculty, Staff, Students, Administrators, Visitors, Contractors, and other persons of Bergen Community College.

Definitions:

- (1) BCC Owned Building: A building owned by BCC, on land owned by BCC, or a building owned by a third-party on land owned by BCC.
- (2) Gender Expression: The manner in which a person communicates about gender to others through external means such as clothing, appearance, or mannerisms. This communication may be conscious or subconscious and may or may not reflect their gender identity or sexual orientation. While most people's understandings of gender expressions relate to masculinity and femininity, there are countless combinations that may incorporate both masculine and feminine expressions - or neither - through androgynous expressions. An individual's gender expression does not automatically imply one's gender identity. All people have gender expressions.
- (3) Gender Identity: Refers to a person's internal sense of being male, female or something else; gender expression refers to the way a person communicates gender identity to others through behavior, clothing, hairstyles, voice, or body characteristics.

- (4) Gender Inclusive Restroom (“GIRR”): A restroom usable by persons of all Gender Identities. A GIRR may be configured as single-stall or multi-stall. Each stall including a toilet or urinal shall be enclosed by a privacy partition.
- (5) Multi-Occupancy Restroom: sometimes referred to as “Multi-Stall Restroom” is a facility with more than one Plumbing Fixture, which more than one person can use at a time. Each toilet stall will have a locking mechanism to ensure privacy.
- (6) Privacy Partition: A partition with an inside-lockable door from floor to ceiling, offering privacy to the occupant. All new multi-stall facilities, including gender specific and gender inclusive, shall include privacy partitions. Renovated facilities may include privacy partitions consistent with existing installations.
- (7) Restroom: Any facility equipped with toilets, urinals, lavatories, or other similar accommodations, in a public facility for the use of the public for personal hygiene and comfort. “In a public facility” and “for the use of the public” in this context covers each BCC facility and restroom.
- (8) Single-Occupancy Restroom: is a facility with a toilet, sink, and may include a urinal, and has a locking mechanism on the entry door to ensure privacy.
- (9) Transgender: is an umbrella term for persons whose gender identity, gender expression or behavior does not conform to that typically associated with the sex to which they were assigned at birth.

The Policy:

GENDER-INCLUSIVE RESTROOMS

- A. One aspect of creating an inclusive environment is the availability of safe, accessible, and convenient facilities for all individuals.
- B. BCC is committed to including at least one single-occupancy restroom in new buildings and in existing buildings undergoing major renovations to the extent feasible.
- C. No person can be forced to use a restroom that does not fit their gender identity, nor can they be forced to use a single-occupancy restroom or alternate facilities when others are not required to do so. However, we strive to provide options for privacy for all people. Any action against a person who is using a restroom cannot be based on their gender expression or gender identity or perceived gender expression or identity.

- D. It is crucial that BCC ensure that all people are safe in the College's facilities. Anyone misusing restrooms or discriminating or harassing users based on gender expression or gender identity or perceived gender expression or identity, must be addressed and reported, as these are behavioral issues and are unrelated to providing people access to the facilities that match their gender identity. Students are reported through the Student Code of Conduct process, employees are reported to the Human Resources Office, and visitors are reported to Bergen Community College's Public Safety.
- E. All Gender Inclusive Restrooms will provide privacy and security for the individual user.
- F. The College has designated all-gender, single-occupancy restrooms.
- G. The location of these single-occupancy restrooms are kept up to date on the [BCC Proud Policies](#) website.

Procedure:

SIGNAGE

- A. Signs in each building provide information about all single-occupancy restroom locations within buildings.
- B. A Gender Inclusive Restroom will be identified in a simple manner. All Gender Inclusive Restrooms will be identified by signage containing a triangle within a circle of contrasting color, without gender pictograms. In addition to this image, all Gender Inclusive Restrooms will be marked by signage that identifies the facility as an "All Gender" restroom. For example, all GIRRs will have signage that states "All Gender Restroom." Facilities Management, in conjunction with the Campus Building Official, is responsible for designing, manufacturing, and affixing signage to all Gender Inclusive Restrooms.
- C. The signs placed on the BCC campus multi-occupancy restrooms will be replaced with new "Gender-Inclusive Restroom" signs, as well as appropriate signs near the restroom doors stating: the reasons BCC has redesigned its restrooms, how anyone of any gender may use that restroom, where other single-stall restrooms may be located nearby on-campus and include descriptions of what utilities exist in the multi-stall unit (i.e., urinals, stalls, etc.).
- D. There will be an educational component in placing the signs next to the restroom doors to ensure that all members of the BCC community understand the necessity for gender-

inclusive restrooms and gender inclusivity as a whole in order to be a community that focuses on the equity and validity of all community members.

Related Documents/Policies:

This policy does not have related documents associated with it at this time. Upon periodic policy review, this area will be evaluated to determine if additional information is needed to supplement the policy.

Policy History: (adopted/amended)

Adopted: March 7, 2024

Amended: