

MEMORANDUM

TO: CEDI Bathrooms Action Team and CEDI Co-Chairs

FROM: Tuesday Group

DATE: November 13, 2017

SUBJECT: Inclusive and Accessible Bathrooms at Carleton

Thank you for your diligence over the course of the 2016-17 academic year in studying building code and emerging practices in inclusive and accessible bathrooms, doing an initial review of Carleton's existing facilities and assessing community needs, and bringing forth thoughtful suggestions on how to affect change. There is much in your thorough and forward-looking report that we admire and agree with, and we are prepared to endorse the following recommendations from the Action Team and CEDI:

1) Lobby for changes to the Minnesota Building code:

- To the degree that the proposed 2018 International Building Code supports more flexibility in counting all-gender bathrooms, Carleton will publicly support the adoption of such Code in Minnesota.
- We will also work to leverage our lobbying power through collaboration with other Minnesota colleges.

2) Facilities, Residential Life, and PEAR will conduct an Audit of our current facilities to assess the following:

- the College's total number of restrooms, including locker rooms and showers, noting the number of all-gender and gender-specific restrooms and the number of fixtures. This information will be identified by academic building, athletic facility, residence hall or house. Residence hall and house information will further identify whether the restroom is intended for use as a floor restroom for residing students, a private restroom for room or suite occupants, or public restroom for visitors.
- the number of restrooms that are (1) identified as ADA-compliant and are ADA-compliant to relevant building code, (2) identified as ADA-compliant but are *not* ADA-compliant to relevant building code, (3) *not* identified as ADA-compliant but are ADA-compliant to relevant building code, and (4) ADA-compliant but having practical impediments to serving people with disabilities.
- the number and location of "unofficial" all-gender restrooms that have been converted from gender-specific restrooms by department staff or hall residents via homemade signage and/or informal group agreements and practices, whether there are any single-user or multi-stall gender-specific restrooms that could be converted into all-gender restrooms without any change in or exceptions to current building codes, plus estimates of the cost of converting these restrooms.
- All signs on campus used to identify all-gender and ADA-compliant restrooms, including official signs and homemade signs

3) Develop plans for changes to existing facilities:

- Where we find there are single-user restrooms that could be converted to all-gender restrooms without any change in (or variances to) building codes, we shall develop plans for these alterations, identifying costs of conversion, budget sources, and timelines for these changes.
- We shall determine what it would take to bring partially-compliant ADA restrooms up to full compliance. Where possible and practical (i.e., the restroom is in a building that, itself, is accessible), we will develop plans for these alterations, identifying costs of conversion, budget sources, and timelines for these changes.

4) Empower Facilities and Residential Life to change the designation of restrooms

- We will seek ways to improve processes and practices in the residence halls to address requests for all-gender restrooms, while also balancing single-gender restroom preferences. There are a variety of issues to be tackled, and we will work hard to find ways forward that honor Carleton's intentions to be a welcoming community.

5) Standardize the signage:

- We will develop standardized campus bathroom signage for all-gender bathroom facilities, adopting as our standard the word "Restroom."
- ADA-compliant restrooms will also be designated with consistent signage

6) Post List of Bathroom Locations:

- All-gender restroom locations will be identified on a map accessible, among other places, through the GSC web site.
- ADA-compliant restroom locations will be identified on a map accessible, among other places, through the Disability Services web site.
- Both all-gender and ADA-compliant bathrooms will be identified on campus maps located on campus kiosks.

7) Post Directional Signage:

- In academic buildings that do not contain both all-gender and ADA-compliant restrooms, signage will be posted indicating where the nearest all-gender or ADA-compliant bathroom is located.

8) Address this issue through College policies on non-discrimination:

- The College's current official non-discrimination policy is inclusive of ADA and all-gender concerns. However, we shall look for further opportunities to clarify ways in which accommodations may be requested. For instance, we shall identify appropriate locations (e.g., Residential Life web site; Disability Services web site) to communicate clearly the process for requesting accommodations.

9) Integrate all-gender and ADA-compliant restrooms in new construction and major renovations:

- As we engage in new construction or significant building renovations, we will draw upon the data identified in the audit to address bathroom needs.
- New buildings that are constructed will include all-gender and ADA-compliant restrooms. If existing academic buildings, administrative office buildings, or student residences undergo significant renovations, upon the completion of said renovations, these buildings will include all-gender and ADA-compliant restrooms.
- We will provide all-gender changing rooms, showers, and all-gender restrooms as part of any new recreational buildings and any extensive renovations to existing recreational facilities.

10) Consider the feasibility of including upgrades of all-gender and ADA-compliant restrooms in non-major renovations.

- Once we understand the costs and scope of the work to be done, we will determine whether existing renovation budgets will be expected to encompass these expenses or whether a separate fund for bathroom upgrades is needed.
- We will prioritize renovations in high traffic/high usage areas and student living spaces.
- We will provide diaper changing stations, where feasible and appropriate, in restrooms.
- We will pay attention to the placement of fixtures in ADA-compliant restrooms.

11) Communication to Carleton community

- CEDI will be tasked with helping monitor and communicate progress toward the commitments outlined above.