1 2022 RES-025

## ESTABLISHING A POLICY REQUIRING GENDER-INCLUSIVE RESTROOMS IN COUNTY FACILITIES

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- As Dane County continues to make strides in making county government inclusive and accessible, it is critical to acknowledge that not all members of the community, including members of the LGBTQIA+ community, may feel uncomfortable using County facilities due to the limited numbers of single-stall gender-neutral bathrooms.
- 9 Research has shown that only 37% of transgender people feel comfortable using public
- 10 restrooms. It is well documented that there is prevalence of discrimination, harassment, physical
- 11 attacks, and sexual assaults against transgender, non-binary, and gender non-conforming
- individuals, or those perceived as such, both in places of public accommodation as well as in
- restrooms segregated by sex or gender.
- A majority of Dane County facilities have the ability to, or are in the process of, being relabeled
- as gender neutral facilities. While creating single stall facilities with individual toilets and sinks is
- ideal, Dane County should take the initial step of relabeling existing single-stall facilities to be
- gender-neutral, with a commitment to include single-stall gender-neutral bathrooms in any newly
- 18 constructed county facilities.
- 19 NOW THEREFORE BE IT RESOLVED, that the Dane County Board of Supervisors expresses
- 20 its commitment to creating gender-inclusive restrooms in properties owned or operated by the
- 21 County.
- 22 BE IT FUTHER RESOLVED, that to the extent possible, the Dane County Office for Equity and
- 23 Inclusion, and Dane County Facilities Management as well as other Dane County Departments
- that manage facilities work to relabel single-stall bathrooms to be gender-inclusive.
- 25 BE IT FURTHER RESOLVED, that it is the policy of Dane County that gender-inclusive restrooms
- be available in properties owned and operated by the County, and that future properties include
- 27 gender-inclusive facilities, while being compliant with building codes.
- 28 BE IT FURTHER RESOLVED, that the County urges other municipalities, schools, and entities
- 29 that control places of public accommodation throughout the County and surrounding areas to
- 30 create gender-inclusive restrooms and other facilities, such as locker rooms and changing rooms.
- 31 BE IT FINALLY RESOLVED, that a copy of this resolution be sent to the Dane County Towns
- 32 Association, The Dane County Cities and Villages, and Dane County School Boards.