

2022 RES-025

ESTABLISHING A POLICY REQUIRING GENDER-INCLUSIVE RESTROOMS IN COUNTY FACILITIES

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.

Research has shown that only 37% of transgender people feel comfortable using public restrooms. It is well documented that there is prevalence of discrimination, harassment, physical 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 constructed county facilities.

NOW THEREFORE BE IT RESOLVED, that the Dane County Board of Supervisors expresses its commitment to creating gender-inclusive restrooms in properties owned or operated by the County.

BE IT FUTHER RESOLVED, that to the extent possible, the Dane County Office for Equity and 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.

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 gender-inclusive facilities, while being compliant with building codes.

BE IT FURTHER RESOLVED, that the County urges other municipalities, schools, and entities that control places of public accommodation throughout the County and surrounding areas to create gender-inclusive restrooms and other facilities, such as locker rooms and changing rooms.

BE IT FINALLY RESOLVED, that a copy of this resolution be sent to the Dane County Towns Association, The Dane County Cities and Villages, and Dane County School Boards.