

UH MĀNOA GRADUATE STUDENT ORGANIZATION
2445 Campus Rd., Hemenway Hall 212
Honolulu HI 96822

A Resolution In Support of Gender Neutral Restrooms

- WHEREAS,* A gender neutral restroom, sometimes called an all gender restroom, is a restroom that anyone of any gender can use¹; and,
- WHEREAS,* transgender, intersex, and other gender-non-conforming students often feel uncomfortable and are subject to harassment and violence when using male or female specific campus restrooms²; and,
- WHEREAS,* as the result of this discomfort, gender-non-conforming students often feel the need to avoid restrooms on campus altogether, which can lead to health problems and feelings of being unwelcome and unsafe within the campus community; and,
- WHEREAS,* the UH policy of non-discrimination specifically protects individuals on the basis of “gender identity and expression”³; and,
- WHEREAS,* in addition to the gender-non-conforming community, gender neutral restrooms also provide a benefit to parents with young children and other caregivers who may be caring for a person of the opposite gender⁴; and,
- WHEREAS,* a recent survey of gender neutral restrooms at the University of Hawai‘i at Mānoa (UHM) found only 2 gender neutral restrooms which were both publicly accessible and properly labeled⁵, and 4 gender neutral restrooms which were publicly accessible but improperly labeled or not labeled⁶; and,
- WHEREAS,* the cost of changing the sign on existing single stall restrooms is low, while the benefit to those students and employees who require access to gender neutral restrooms is substantial; and,
- WHEREAS,* on April 16th 2015 , over 300 students and other community members signed a petition calling for gender neutral restrooms and other accommodations to be made in the pursuit of equality for transgender students⁷; therefore,
- BE IT RESOLVED,* that the UHM Graduate Student Organization (GSO) supports gender neutral restrooms on campus; and,
- BE IT FURTHER RESOLVED,* that the GSO urges UHM facilities and administration to publish a list of publicly accessible gender neutral restrooms on the UHM website; and,
- BE IT FURTHER RESOLVED,* that the GSO urges UHM facilities and administration to properly label those gender neutral restrooms which are already publicly accessible but which are not properly labeled⁶; and,
- BE IT FURTHER RESOLVED,* that the GSO urges UHM facilities and administration to identify single-stall restrooms which are currently labeled as either male or female but which could be converted into gender neutral restrooms by relabeling the restroom with a gender neutral sign, and to convert a significant number of these restrooms to gender neutral restrooms through said sign change in order to increase access to gender neutral restrooms across campus; and,
- BE IT FURTHER RESOLVED,* that these changes to restroom signs should be completed before the start of AY 2016-17; and,
- BE IT FURTHER RESOLVED* that the GSO urges the UHM administration to include plans for gender neutral restrooms in the future construction of all large academic and residential buildings; and,
- BE IT FINALLY RESOLVED* that copies of this resolution shall be sent to: UH Board of Regents, UH President David Lassner, UHM Interim Chancellor Robert-Bley Vroman, the UHM Office of Planning and Facilities, Vice Chancellor of Administration, Finance, & Operations Kathy Cutshaw, Student Housing Services director and interim Dean of Students Mike Kaptik, the UHM Women's Center and LGBT Office, and Ka Leo O Hawai‘i.

Introduced by BJ Avery, GSO Advocacy Chair

1 Received from <http://www.pcc.edu/resources/qrc/gender-neutral.html>

2 Received from Genny Beemyn, Director of The Stonewall Center, University of Massachusetts, Amherst:

<http://www.umass.edu/stonewall/uploads/listWidget/8749/bathroom%20FAQ.pdf>

3 Received from <http://manoa.hawaii.edu/policies/m1.000general/index.html>

4 Received from <http://www.uua.org/lgbtq/welcoming/ways/bathrooms>

5 The two accessible, properly labeled restrooms were located at:

- 1) Student Health Center (Lobby)
- 2) Miller hall 104c

6 The four accessible but improperly labeled restrooms were located at:

- 1) Shidler Business Administration Complex B202
- 2) Dole Street Offices 12E
- 3) Architecture Building 315
- 4) Maile way #2 Relocatable

7 Petition available from UHM LGBT Office, located within the UHM Women's Center.