**TEMPLATE**

The highlighted parts of this document require you to add parts that are specific to your institution if you have questions visit difficult-discussions.com and send us an email.

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**Resolution in Support for the Creation of More All Gender Restrooms**

**Whereas:** the insert organization name Mission states that insert verbiage that establishes your organization’s commitment to diversity and inclusion (if no such verbiage exists delete this clause);

**Whereas:** According to the Wisconsin State Legislature Declaration of Rights, “**Equality; inherent rights.** Section 1. [*As amended Nov. 1982 and April 1986*] All people are born equally free and independent, and have certain inherent rights; among these are life, liberty and the pursuit of happiness; to secure these rights, governments are instituted, deriving their just powers from the consent of the governed. [*1979 J.R. 36, 1981 J.R. 29, vote Nov. 1982; 1983 J.R. 40, 1985 J.R. 21, vote April 1986*]”; find the one for your state if it is not wisconsin

**Whereas:** According to the Minnesota Psychological Association, the GLBT (Gay, Lesbian, Bisexual and Transgender) community falls under one of the most commonly marginalized groups in the United States;

**Whereas:** According to the article, “Problems Faced by LGBT [Lesbian, Gay, Bisexual, and Transgender] People in the Mainstream Society: Some Recommendations,” *published in the International Journal of Interdisciplinary and Multidisciplinary Studies*, “Lack of social recognition has an effect on the capacity of LGBT people to fully access and enjoy their rights as citizens. They are more likely to experience intolerance, discrimination, harassment, and the threat of violence due to their sexual orientation, than those that identify themselves as heterosexual.”;

**Whereas:** According to the Williams Institute (University of California- Los Angeles School of Law), 1.4 million adults in the United States of America identify as transgender and Wisconsin has estimated 19,150 adult residents who identify as transgender; if not Wisconsin, find the number for your state

**Whereas:** Due to the International Building Code of 2015, these insert number of residents that identify as transgender residents residents and more non-residents of insert your state’s name here do not have equal access to restrooms as a result of the lack of All Gender Restrooms; (use this only if it is necessary)

**Whereas:** According to the Reuters article *U.S. Transgender People Harassed in Public Restrooms: Landmark Survey*, “Almost 60 percent of transgender Americans have avoided using public restrooms for fear of confrontation, saying they have been harassed and assaulted, according to the largest survey taken of transgender people in the United States.”;

**Whereas:** According to National Center for Transgender Equality, 12 percent of transgender people were verbally harassed in public restrooms within the previous year, one percent were physically attacked, one percent were sexually assaulted, and nine percent said someone denied them access to a bathroom;

**Whereas:** The following Universities in the University of Wisconsin-System have created All Gender Restrooms (or restrooms with the same purpose) on campus: University of Wisconsin- Eau Claire, University of Wisconsin-Green Bay, University of Wisconsin-La Crosse, University of Wisconsin-Madison, University of Wisconsin-Milwaukee, University of Wisconsin-Oshkosh, University of Wisconsin-Platteville, University of Wisconsin-River Falls, University of Wisconsin-Stevens Point, and University of Wisconsin-Superior; (if needed you can find more universities online)

**Whereas:** insert the list of buildings that do not have any all gender restrooms do not have an All Gender Restroom that is up to this proposal’s standards;

**Whereas:** the International Building Code of 2015 that insert the name of your organization currently follows which does not account for people who are transgender; (check if this is true for your organization if not remove it)

**Whereas:** The insert the number of LGBTQ+ students faculty or staff (if you do not know estimate using the statistics in your state LGBTQ+ students, faculty, and staff at insert the name of your organization do not have equal access to restrooms due to the lack of All Gender Restrooms on campus;

**Whereas:** The lack of All Gender Restrooms creates a safety concern for the LGBTQ+ community, due to the stress, anxiety, embarrassment, and harassment that these community members face when forced to use a restroom they are not comfortable using;

**Whereas:** With this glaring safety hazard for LGBTQ+ community members, it is misleading and unfit to consider insert your state to be a state where its residents are born equally free, independent, and have certain inherent rights; among these are life, liberty and the pursuit of happiness;

**Whereas:** The blatant safety concerns that these community members make it misleading and unfit to consider the insert the name of your organization to be a university that cares about student safety;

**Whereas:** The 2018 IPC edition (Section 2902.1.2 in the *2018 International Building Code*) adds the following crucial language: “Single-user toilet facilities and bathing rooms, and family or assisted-use toilet and bathing rooms shall be identified for use by either sex."; (use this only if it is necessary)

**Whereas:** The implementation of All Gender Restrooms creates more access to restrooms for everyone on campus;

**Whereas:** The implementation of All Gender Restrooms allows parents/guardians of young children with different gender identities to use the restroom without problems;

**Whereas:** The implementation of All Gender Restrooms allows caregivers/personal attendants of different gender identities to use the restroom without problems;

**Whereas:** The implementation of All Gender Restrooms promotes equality at insert the name of your organization;

**Whereas:** The implementation of All Gender Restrooms by an organization or university helps perceive that organization or university as being sensitive and caring to everyone;

**Therefore be it Resolved:** The insert the name of the body you are passing this through strongly supports the implementation of All Gender Restrooms throughout each Academic and Residential Living building on campus;

**Therefore be it further resolved:** The insert the name of the body you are passing this through calls for the implementation of either an All Gender Restroom on each floor of each academic and residential living building or one All Gender Restroom with multiple stalls in each academic and residential living building;

**Therefore be it further resolved:** The insert the name of the body you are passing this through strongly calls for these restrooms to be placed on a floor other than the basement;

**Therefore be it further resolved:** The insert the name of the body you are passing this through calls for every All Gender Restroom to offer a changing station;

**Therefore be it further resolved:** The insert the name of the body you are passing this through calls for All Gender Restroom signage to be applied to all All Gender Restrooms created;

**Therefore be it further resolved:** The insert the name of the body you are passing this through requests that a map with every All Gender Restroom location be created, posted in each building on campus, and be easily accessible to all members of the University and the community;

**Therefore be it further resolved:** The insert the name of the body you are passing this through calls for the University Administration to adopt the 2018 IPC edition;

**Therefore be it further resolved:** The insert the name of the body you are passing this through requests our Chancellor, Chancellor’s Chief of Staff, Vice-Chancellors, and other University Administration to advocate for this change;

**Therefore be it finally resolved:** Upon approval, this resolution shall be forwarded on to insert list of necessary departments;

**Authored By:**

**Sponsored By:**

**Sponsoring Committee:**

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