



UIC POLICY

Policy Number: OAE-1100-005

Policy Title: Nondiscriminatory Bathroom Access

Vice Chancellor/Associate Chancellor: Office of the Chancellor

Unit Responsible for Policy: Office for Access and Equity

Effective Date: May 10, 2017

Contact: Associate Chancellor, Office for Access and Equity

Policy Statement: Consistent with the University of Illinois at Chicago's (UIC) commitment to human dignity, everyone at UIC has the right to use bathroom facilities that correspond to their sex or gender identity or to utilize single-stall bathroom facilities that are designated gender-inclusive. Further no one is allowed to require that an individual show any form of identification in order to use a bathroom facility at UIC.

UIC's Office for Access and Equity is the office charged with reviewing and addressing complaints of violations of this policy.

Reason for Policy: To ensure that everyone at UIC feels safe in bathroom facilities and welcomed on campus regardless of their sex, sexual orientation, or gender identity. In addition, this policy fosters compliance with state and federal laws concerning human rights, harassment, and discrimination.

UIC prohibits and will not tolerate harassment and discrimination against any person because of sex, sexual orientation, or gender identity. UIC will take prompt and effective steps to end any reported harassment, prevent its recurrence, and, as appropriate, remedy its effects.

In May 2016, the U.S. Departments of Education and Justice released guidance related to Title IX, indicating that schools should treat transgender students according to their gender identity.

This guidance was rescinded by the federal government in February 2017. Given the current lack of federal guidance, this policy makes clear that everyone at UIC has the right to use a bathroom that corresponds with their gender identity and/or to use a gender-inclusive bathroom.

Minority Impact Statement: The policy does not have any disproportionate or unique impact on UIC’s minority students, staff, or faculty.

Who Should Read the Policy: All students, faculty, staff, patients, and visitors at UIC.

Definitions:

- **Gender identity** refers to an individual’s internal and/or personal sense of gender. A person’s gender identity may be different from or the same as the person’s sex assigned at birth.
- **Transgender and gender non-conforming** are umbrella terms that describe people whose gender identity, expression, or behavior is different from those typically associated with their assigned sex at birth and/or who presents in ways that do not correspond with societal expectations for the sex they were assigned at birth.

Procedures [URL]: *Insert link to procedures after they are drafted.*

Resources: View resources related to gender-inclusive bathrooms (including a list of single-stall gender-inclusive restrooms available at UIC) on the website of the Gender and Sexuality Center: <http://genderandsexuality.uic.edu/gender-inclusion-uic/gender-neutral-bathrooms/>

Related Laws, Regulations, Statutes, and Policies:

- University of Illinois Non-Discrimination statement
- Illinois Human Rights Act
- UIC Student Disciplinary Policy:
<https://dos.uic.edu/docs/Student%20Disciplinary%20Policy.pdf>

Document History:

Approved by: <ul style="list-style-type: none">• Committee on Policy: March 9, 2017• CVC: May 10, 2017	Effective Date: May 10, 2017 Date Scheduled for Review: May 10, 2022
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Approved as: <input checked="" type="checkbox"/> New policy <input type="checkbox"/> Updated policy <input type="checkbox"/> Revised policy
<input type="checkbox"/> Supersedes Policy _____
<input type="checkbox"/> Policy Repealed