

TYPE: Administrative
TITLE: All-Gender Washroom
NO.: ADMIN-246
RESPONSIBILITY: Vice President People, Equity and External Relations
APPROVED BY: Durham College Leadership Team
EFFECTIVE DATE: February 2025

1. Introduction

- 1.1. Durham College (DC) is committed to fostering an inclusive, respectful, and accessible environment for all persons. The All-Gender Washroom Policy reflects the College's dedication to supporting the diverse needs of our community, including those of transgender, non-binary, gender non-conforming individuals, and any person seeking privacy and comfort in washroom facilities.

2. Purpose

- 2.1. The purpose of this policy and procedure is to ensure all members of the College campus community have access to safe, and inclusive washroom facilities that correspond to their respective gender identity and/or gender expression without fear of judgment or harassment.

3. Definitions

Refer to [Durham College's Standard Definitions](#).

4. Policy statements

- 4.1. The policy, within the College environment, applies to:
- [Students](#)
 - Employees
 - Members of the Board of Governors
 - Members of standing and ad hoc committees established by the College
 - Members of societies, associations or business partners that have a direct relationship or are under the authority of the College
 - Contractors such as those undertaking construction, provision of service, or research
 - Visitors and guests who have no ongoing connection to the institution, but are on campus

- 4.2. DC recognizes the dignity and worth of every member of its community and provides for equal rights and opportunities, free of discrimination and harassment.
- 4.3. Each member of the DC campus community is aware of, and shares, the responsibility for creating and maintaining a working/learning environment free from discrimination, as defined by *The Ontario Human Rights Code*.
- 4.4. Designated all-gender washrooms are available at each DC campus. All members of the campus community are able to access any designated accessible all-gender washroom, regardless of their reason(s) for doing so.
- 4.5. Universal Washrooms are also All-Gender Washrooms.

5. Procedure

- 5.1. The College will adapt the single-stalled, gender specific, women and men's washrooms on campus to all-gender washrooms and identify them on all campus maps.
- 5.2. Current signage on designated washroom doors (and respective directional signage) will be replaced with inclusive signage to identify all-gender washrooms for College campuses.
- 5.3. All new buildings that include single-stalled washrooms will be designated as all-gender washrooms with the appropriate signage.

6. Accessibility for Ontarians with Disabilities Act considerations

Accessibility for Ontarians with Disabilities Act (AODA) standards have been considered in the development of this policy and procedure and it adheres to the principles outlined in the College's commitment to accessibility as demonstrated by the Multi-Year Accessibility Plan.

7. Non-compliance implications

- 7.1. Achieving integration and full participation requires barrier-free inclusive design initially, as well as removing existing barriers.
- 7.2. Failure to properly report or act on reports of harassment or discrimination could result in damage to an external or internal member of the campus community, and to the College through financial or reputational loss.

8. Related forms, legislation or external resources

- An Act to amend the Ontario Human Rights Code with respect to gender identity and gender expression
- Ontario Health and Safety Act

- Ontario Human Rights Commission, Policy on discrimination and harassment on the basis of gender identity and gender expression (January 2014)