

# Toilets and Changing Facilities Statement

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## Purpose of Statement

The purpose of the Toilets and Changing Facilities Statement is to support the University's institutional commitment to fostering an environment which is welcoming and inclusive for all gender identities, including people who are trans, non-binary and intersex. This includes the basic right of all members of the University community, including visitors, to be able to use the toilet and/or changing facilities in which they feel most comfortable. To enable this our aim is to improve the **choice** of toilet and changing facilities on our campuses to include **a combination of provisions** for all staff, students and visitors as follows:

- single-gender facilities<sup>1</sup>
- gender-inclusive facilities<sup>1</sup>
- accessible facilities<sup>1</sup>

This Statement outlines the University's position and expectations of all people accessing toilets and changing facilities on University grounds<sup>1</sup> and should be read in conjunction with the University's [Equality, Diversity and Inclusion Policy Statement](#) and [Dignity and Respect Policy Statement](#).

## Note on Terminology:

Where this Statement refers to the term “trans”, this is used as an umbrella term which covers the wide spectrum of non-binary and other gender identities. The use of language to describe gender identity is varied, constantly evolving and personal to individuals, who may self-describe as genderqueer, pan-gender, poly-gender, neutrois, gender fluid or non-gender, for example. This is not an exhaustive list.

## Principles

1. Toilet and changing facilities<sup>1</sup> across the University of Exeter sites will use appropriate signage to mark the facilities'<sup>1</sup> locations.

2. People will not be challenged when accessing toilets and/or changing facilities within the University campuses regarding personal gender identity or access requirements.
3. The University recognises the need for more gender-inclusive facilities and all future capital build projects<sup>1</sup> will commit to including a full choice of facilities (to include single gender, gender-inclusive and accessible) in their design. The University will also review existing facilities on campus<sup>1</sup> with a view to improving the choice available and where possible ensuring parity of facilities provided.
4. Individuals will not be expected to use accessible toilets and/or other accessible facilities<sup>1</sup> unless they have a disability.
5. Sanitary disposal facilities will be available in all toilet facilities<sup>1</sup> across the campuses.
6. These principles are supported by the Equality, Diversity and Inclusion Policy and any concerns related to these principles not being adhered to should be reported via Exeter Speaks Out/Falmouth and Exeter Speak Out – Reporting concerns.

## Locations

The location of all toilet and changing rooms facilities across our campuses, including the identification of all existing gender-inclusive facilities, continues to be updated and can be found in the iExeter app/desktop site here: <https://i.exeter.ac.uk/>

## Further Advice and Guidance

### For staff

Further advice and guidance can be sought from the [Equality, Diversity and Inclusion](#) (EDI) team and the [LGBTQ+ Staff Network](#). Both offer a visible and accessible source of support to both staff and managers.

### For students

Further advice and guidance can be sought from the [Equality, Diversity and Inclusion](#) (EDI) team and the [Exeter LGBTQ+ Society](#). Both offer a visible and accessible source of support for students.

### For visitors

Further advice and guidance can be sought from the [Equality, Diversity and Inclusion](#) (EDI) team who offer a visible and accessible source of support for visitors and stakeholders.

## Next Steps

The above changes will be achieved as follows:

- Seek agreement from senior management that all future capital build projects will include a full breadth of choice of facilities<sup>1</sup> in their design.
- All existing facilities<sup>1</sup> will be audited and mapped by 01 January 2022.
- Where the audit has identified (a) a need for more choice within existing facilities<sup>1</sup> and (b) opportunities for changes to be made without the need for extensive refurbishment e.g. single occupancy facilities currently allocated for single gender use, these will be changed to gender-inclusive facilities.
- All toilets<sup>1</sup> will have sanitary disposal facilities by 01 January 2022.
- Longer-term, where the audit has identified a need for an improved choice of facilities and there is no option for re-purposing existing facilities<sup>1</sup> or this has been done and there remains a lack of parity, we will review design options across existing facilities<sup>1</sup> where this is possible.

## Glossary

**Single-gender facilities** - facilities separated into male and female, of which trans and gender non-conforming (GNC) can use whichever they feel most comfortable using. For instance, a trans woman can use either the women's or the men's facilities, whichever she is most comfortable in.

**Gender-inclusive facilities** - Facilities that are not separated by gender identity and can be used by anyone, regardless of gender.

**Accessible facilities** - Facilities designed for people with disabilities. Disabilities can be visible or invisible. . Trans identity is not a disability and trans or GNC people should not feel compelled to use these facilities.

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<sup>1</sup> This refers to University of Exeter owned buildings/facilities. Where buildings or facilities on our campuses are owned by another organisation/s, the University of Exeter will open dialogue with said organisation/s regarding our commitment and explore ways of working with those organisations to extend the statement principles where possible within other buildings/facilities across our campuses.