

All-Gender Restroom Standards

County of Los Angeles' (County) buildings, including both those owned and leased by the County, almost always include restroom facilities that are segregated by gender. Incontrovertibly, restrooms are a basic need for all County employees and clients. However, transgender and gender non-conforming individuals, sometimes at risk to their safety and comfort, are frequently required to choose gender-specific multi-stall restrooms because of a lack of single-user restrooms. In 2013, a survey conducted by the Williams Institute at the UCLA School of Law showed that 70% of such individuals reported being verbally harassed, denied access or physically assaulted in public restrooms.

Recognizing that gender-specific restroom facilities can pose serious risks to transgender and gender non-conforming individuals, in September of 2016, former Governor Jerry Brown signed AB 1732, which requires that any single-occupant / single-user restroom in a business establishment, place of public accommodation or government agency in California, be designated as an all-gender restroom.

MOTION

Solis	_____
Ridley-Thomas	_____
Kuehl	_____
Barger	_____
Hahn	_____

On April 26, 2016, the Board of Supervisors adopted a motion instructing the Chief Executive Officer to provide recommendations regarding any current County policies that should be updated to reflect current legal standards with respect to gender identity or gender expression, including the provision of All-Gender Restrooms. Since then, the County has begun to address these issues and to implement AB 1732, by converting 100% of the County's 4,200 single-occupancy restrooms to all-gender restrooms, by March 1, 2017. These restrooms received updated and appropriate signage and are now designated for use by any person, regardless of sex or gender identity. Although County owned and leased properties currently have these single-user facilities designated as all-gender, the vast majority of restroom facilities specify a single gender, including restrooms designated for staff only or for public and client use only. Not all County buildings have single-occupancy – and now, all-gender – restrooms.

Creating conveniently-located gender-neutral restrooms is not strictly an LGBTQ issue; gender-neutral restrooms also benefit people with disabilities who are assisted by a different-gender attendant, people who have paruresis (i.e., shy bladder syndrome) and parents with children of a different gender.

The County can and should do more to create safer, more accessible spaces for everyone. Rehabilitating existing space, whether owned or leased, to build new single-occupancy all-gender restrooms could be cost prohibitive, especially considering the advanced age of many of the County's buildings. In the context of the County's significant ongoing capital projects budget and the County's upcoming five-year \$750 million Facility Reinvestment / Deferred Maintenance Program, however, the County has many opportunities for improvement. The County could, for example, update its building rehabilitation and leasing standards to prioritize the creation of restroom facilities that

are safe and accessible for all users, including transgender and gender non-conforming individuals.

I, THEREFORE, MOVE that the Board of Supervisors instruct the Chief Executive Officer (CEO), working with the Director of Public Works and the Director of Internal Services, as appropriate, to report back to the Board in 180 days with a proposal that:

- a. Includes updated building standards that assume easily-accessible all-gender restrooms for clients and staff in all newly constructed County buildings and major remodels, with a particular emphasis on buildings that provide direct services to youth or to populations that are likely to include a high number of transgender or gender non-conforming individuals;
- b. Includes all-gender restroom standards for the County's recently-adopted \$750 million Facility Reinvestment Program, as well as into the County's larger Deferred and Extraordinary Maintenance programs; and
- c. Includes standards for easily-accessible all-gender restrooms, with appropriate signage, for clients and staff in all new and forthcoming agreements for leased space, with a particular emphasis on buildings that provide direct services to youth or to populations that are likely to include a high number of transgender or gender non-conforming individuals.