

**UNIVERSITY OF CALIFORNIA
AGRICULTURE AND NATURAL RESOURCES
POLICY AND PROCEDURES FOR GENDER EXCLUSIVE FACILITIES**

November 1, 2015

I. Purpose

*The University of California sets the global standard of inclusiveness, understanding, and equitable treatment in all its endeavors, creating a world where individuals and communities of diverse sexuality and gender identity and expression are safe, supported, respected, empowered, and truly equal.*¹

Effective on July 1, 2015, the University of California Guidelines for Providing Gender Inclusive Facilities (Guidelines) became part of the *UC Facilities Manual*, a document that catalogs system-wide policies, procedures, and guidelines for facilities management and operations. The Guidelines require that UC-owned buildings, new buildings, and facilities undergoing major renovation to include gender inclusive facilities, including but not limited to restrooms, showers and changing rooms.

The University of California and UC ANR are committed to creating and sustaining an environment that supports and values all members of our community, including visitors. Gender Inclusive Facilities are usable by persons of all gender identities and expressions and are not gender specific. Normally, Gender Inclusive Facilities are single stall bathrooms that are usable by anyone and provide privacy and security for the user.

II. RESPONSIBILITIES

The Director, Facilities Planning and Management is responsible for receiving and reviewing comments and suggestions regarding gender-inclusive facilities as well as hardship waiver requests. The Director, Facilities Planning and Management or designee is responsible for overseeing and implementing the University of California Guidelines for Providing Gender Inclusive Facilities within the timeframes given in that document.

III. IMPLEMENTATION AND HARDSHIP REVIEW MECHANISMS

The Director, Facilities Planning and Management or designee, when implementing the system-wide guidelines, will collaborate with appropriate individuals, building committees, and the Equal Opportunity Advisory Committee as needed.

In instances where hardship may preclude full compliance with the system-wide guidelines, the Director, Facilities Planning and Management may request a waiver from the Associate Vice President. The waiver request will be submitted on the form provided in the system-wide guidelines. When reviewing the waiver request, the Associate Vice President may take into

¹ Janet Napolitano, President, University of California, Dear Colleagues Letter dated June 10, 2015.

account budgetary, regulatory, safety, or programmatic constraints that would preclude the inclusion of a gender inclusive facility. If it is determined that it is impracticable to provide a gender inclusive facility in the building, ANR may elect to provide a gender inclusive facility (if one does not already exist) in a nearby building.

IV. Complaints and Suggestions

The Affirmative Action Office is responsible for ensuring that equal access is provided to all members of our community. Anyone who has a complaint or suggestion may contact the Affirmative Action Office. Information for filing a complaint may be found at [FileAComplaint](#).