



Dear Members of the UMBC Community,

As a campus community that is committed to inclusion and diversity, one of our shared values is having respect for the dignity of every member of our UMBC community. All members of our community and visitors to our campus should have access to safe restroom facilities that are configured and located in such a manner that no one has to be late to class, meetings, or campus events or to walk long distances across campus to find a restroom. Now is the time when we must put our values into action by moving forward on our commitment to making all-gender restroom facilities more widely available at UMBC.

In collaboration with the University Steering Committee and an All-Gender Restroom Steering Committee that will be comprised of students, faculty, and staff, including representatives from UMBC's LGBTQ community, campus leadership will develop guidelines and implementation plans for moving towards this goal. These guidelines and implementation plans will apply to conversion of existing facilities, renovations, and new construction. This consultation process and resulting actions will enable us to move forward with appropriate rapidity, understanding that we will learn as we go and make adjustments as needed, to ensure that these changes meet the needs of our campus community.

In 2018, we completed designating all single-user restrooms on campus as all-gender restrooms. Currently there are 41 single-user all-gender restrooms in administration, academic, and student life facilities open to students and visitors, 16 single-user all-gender restrooms adjacent to shared areas in residence halls, and additional single-user all-gender restrooms located in buildings or areas of buildings not typically open to the public. A map highlighting public all-gender restrooms is available [here](#). In addition, UMBC Facilities Management is continuing efforts to add more single-user all-gender restrooms in the University Center and the Retriever Learning Center in the Albin O. Kuhn Library and Gallery. And the new Interdisciplinary Life Sciences Building, which is scheduled to open in time for the Fall 2019 semester, will have one single-user and two multi-user all gender restrooms.

Our next step will be to expand the availability of all-gender restrooms by identifying opportunities to designate existing multi-user restrooms as all-gender restrooms in campus buildings that currently lack single-user all-gender restrooms. Beginning this semester, we will develop initial guidelines to designate a small number of multi-user restrooms as all-gender restrooms. These guidelines and related implementation plans will serve as the starting point for assessing the best process for moving forward with this important effort.

We are committed to making all-gender restrooms available across our campus. We invite you to provide input and ask questions. If you would like to volunteer to be part of the process, please contact the All-Gender Restroom Steering Committee at agr@umbc.edu.

President Freeman Hrabowski and Provost Philip Rous
February 13, 2019

UMBC All-Gender Restrooms Frequently Asked Questions

1. Why are all-gender restrooms needed on our campus?

All-gender restrooms (AGR) provide flexible restroom options for the campus community. Individuals can feel safer knowing they can choose which restrooms feel most consistent with their gender identity.

2. Will all of the restrooms on campus become all-gender?

Only a portion of the multi-user restrooms available on campus will be designated as all-gender. The AGR Steering Committee is identifying at least one multi-user restroom in each campus building to convert to all-gender restrooms in order to ensure that everyone (faculty, staff, students, and visitors), regardless of gender identity, has reasonable access to a restroom with a gender designation of their choosing. Single user restrooms are also available for everyone's use. Individuals who prefer gender-specific multi-user restrooms will continue to have numerous options available in each building on campus. For current information on all-gender restrooms available on campus see the map link provided at <https://diversity.umbc.edu/resources/campus-resources/>

3. Who uses all-gender restrooms?

All-gender restrooms may be used by anyone including individuals who identify as cisgender, transgender, non-binary, or any other gender identity. All-gender restrooms enable individuals who need assistance in restrooms to be accompanied by a family member or friend of a different sex or different gender identity in the restroom.

4. Are people who identify as transgender required to use the all-gender restrooms?

No, any individual may choose to use a gender-specific restroom consistent with their gender identity. We value and work from a belief that everyone has the right to self-determination and may use the restroom that they choose. Thus, if someone is using a single-gender restroom, we are to assume that it is consistent with their gender identity and do not question their choice.

5. Are restrooms still safe when all-gender restrooms are implemented?

Yes, restroom crimes, e.g., sexual assaults, involving cisgender people do not increase as a result of all-gender restroom availability. The number of assaults against transgender and other gender non-conforming individuals goes down when all-gender restrooms are implemented. Read more at these links:

<https://transequality.org/what-experts-say>

<https://link-springer-com.proxy-bc.researchport.umd.edu/article/10.1007%2Fs13178-018-0335-z>

6. How quickly will multi-user all-gender restrooms become available on our campus?

The first multi-user all-gender restroom was launched on campus in the spring of 2019 in Sherman Hall A Wing and three more were converted over the summer in Fine Arts, the PAHB, and ITE. Additional multi-user restrooms will be implemented throughout the campus over the next 2-3 years.

7. What changes will happen to the existing multi-user restrooms that are being converted to all-gender?

All multi-user restrooms being converted to all-gender restrooms will have enhanced privacy modifications at all toilet and urinal fixtures where needed. All existing urinals will be enclosed in stalls and marked for easy identification prior to the restroom being designated as an AGR.

8. Can we have someone come to our department to answer questions that arise as restrooms are converted?

The process of converting a restroom to an AGR includes notifying nearby departments and offering to meet with members of the department. The AGR Steering Committee is available to meet with any department or other entity on campus that would like more information. Please email agr@umbc.edu if you would like to schedule a representative from the AGR Steering Committee to meet with your department or group to help explain why this initiative is important for our community. Individuals are welcome to ask questions or express concerns via our email address as well.

Campus Buildings with Public All-Gender Restrooms



PUBLIC ALL-GENDER RESTROOMS

 Buildings with Gender Inclusive Restrooms accessed off of public corridors or lobbies

- Alumni House 0R2, 1R1, 1R2 and 1R3
- Army ROTC 103 and 204
- Biological Sciences Building 063 and 162
- The Commons 0R1 and 0R2
- Central Plant/Campus Police 112
- Chesapeake Hall 005D, 101C
- Erickson Hall 0R1, 0R4, 1R2, 1R3, 1R4, 1R5 and 1R7
- Fine Arts Building 106
- Harbor Hall 1R4
- Interdisciplinary Life Sciences Building 113, 114, and 115
- ITE 111
- Library & Gallery, Albin O. Kuhn 111*, 112*, and 126
- Naval ROTC 104 and 205
- Performing Arts and Humanities Building 138, 149, 226, 252 and 253
- Patapsco Hall 101D, 170D and 170E
- Potomac Hall 101C, 201A and 301B
- Physics Building R01 and R02
- Public Policy Building 017 and 018
- Sherman Hall 211B
- Student Development & Success Center (SDSC) R10, R12, R13 and R15
- Susquehanna Hall 101
- Technology Research Center (TRC) 135, 138 and 202D
- Tech 2 Building 124 and 125
- True Grit's 1B35
- UMBC Event Center 6 locations, at least 1 on each floor
- University Center 119
- Walker Avenue Apartments Clubhouse 122
Management Office 100E

* Located in the Gallery - available when the Gallery is open.

Wayfinding to the All-Gender Restrooms

August 2019

Alumni House 0R2, 1R1, 1R2 and 1R3

Three on the main floor and one on the lowest level

Army ROTC 103 and 204

One on each floor

Biological Sciences Building 063 and 162

On the main entry level and on the lowest level of the north wing (Schwartz Hall)

The Commons 0R1 and 0R2

Adjacent to the southeast entry, near the new Dunkin' Donuts (previous Yum Shoppe)

Central Plant/Campus Police 112

Adjacent to main entry of the campus police headquarters

Chesapeake Hall 005D, 101C

Along the north corridor of the lower floor and adjacent to the first floor lobby

Erickson Hall 0R1, 0R4, 1R2, 1R3, 1R4, 1R5 and 1R7

On lower level, in waiting area of University Health Services and in the Health Promotions suite
On first floor within the Residential Life offices and adjacent to main residential lobby

Fine Arts Building 106

Adjacent to the Center for Design and Visual Culture (CDVC) gallery

Harbor Hall 1R4

Off central building lobby on courtyard level

ITE 1T1

On first floor, near elevators

Interdisciplinary Life Sciences Building 113,114, and 115

On first floor, near classrooms

Library & Gallery, Albin O. Kuhn 111, 112, and 126

At rear of Gallery (open only when Gallery is open)
At rear of Retriever Learning Center (open 24 hours per day)

Naval ROTC 104 and 205

One on each level

Performing Arts and Humanities Building 138, 149, 226, 252 and 253

On first floor, adjacent to the music practice rooms and class labs

On second floor, across from main restrooms and in corridor near music faculty offices

Patapsco Hall 101D, 170D and 170E

Within or adjacent to both the west and east lobbies

Potomac Hall 101C, 201A and 301B

Adjacent to the lobby on three floors

Physics Building R01 and R02

By elevator lobby on lowest level

Public Policy Building 017 and 018

Along corridor on lowest level

Sherman Hall 211B

On second floor near northwest entry and bridge linking both wings of the building

Student Development & Success Center (SDSC) R10, R12, R13 and R15

In the Interfaith Center and also within the Counseling and the Student Conduct and Community Standards suites

Susquehanna Hall 101

Adjacent to the lounge on the first floor

Technology Research Center (TRC) 135, 138 and 202D

Off south corridor adjacent to main building (upper level lobby) and in north research suite on middle level

Tech 2 Building 124 and 125

On ground floor within office suite

True Grit's 1B35

Located behind My Pantry and demonstration kitchen

UMBC Event Center 6 locations, at least 1 on each floor

Along main concourse opposite the entry, and near elevator at each floor level

University Center 119

Just past the Campus Card post office and across from the main restrooms on the ground floor level – can also be reached from the rear of Starbucks/Chik-fil-a

Walker Avenue Apartments Clubhouse 122 and Management Office 100E

At the clubhouse and management offices (detached buildings along Hilltop Circle).

UMBC plans to add more all-gender restrooms, seeks input from students and staff

By [CODY BOTELER](#)

CATONSVILLE TIMES | FEB 21, 2019 | 3:10 PM

In a bid to ensure everyone at the University of Maryland, Baltimore County has “access to safe restroom facilities,” university officials are developing guidelines and implementation plans for the addition of multiple all-gender restrooms across the campus, according to a campus email.

The guidelines and implementation plans will be developed with input from students and staff, including members of UMBC’S LGBTQ community, according to the message, which is dated Feb. 13 and signed by UMBC President Freeman Hrabowski and Provost Philip Rous.

That consultation will allow university officials to “move forward with appropriate rapidity, understanding that we will learn as we go and make adjustments as needed, to ensure that these changes meet the needs of our campus community.”

Keith Bowman, one of the co-leaders of UMBC’s steering committee on all-gender restrooms and dean of the College of Engineering and Information Technology, said there are a number of reasons why folks might want to use an all-gender restroom.

“The traditional design of our buildings and restrooms create compromises for transgender people or people who do not identify in a binary way. But [traditional restrooms also affect] people who do not fit traditional norms of masculinity or femininity, or people who have medical conditions,” Bowman said.

He added that parents or other relatives escorting young children of different genders, or caregivers assisting people who are disabled, can also be hindered by traditional restrooms.

“We’re trying to provide comfort and support for all people,” Bowman said.

There are currently 41 single-user, all-gender restrooms in administration, academic and student life buildings across campus that are open to students and visitors and 16 single-user, all-gender restrooms in residence halls. University officials said the next step in their process is developing guidelines to designate “a small number” of multi-user restrooms as all-gender restrooms for buildings that don’t have any all-gender restrooms.

That process will involve prepping the sites, by putting up signage before any changes take effect, and creating signage that points to the nearest single-gender, traditional restroom for those who are more comfortable in those environments.

“We really do have a responsibility to broaden access and as we do it make sure the entire community understands how and why we’re doing it,” Bowman said.

About 10 buildings in the academic core of UMBC’s campus do not have all-gender restrooms, according to a campus map. This can present challenges for students, faculty, staff and other community members who would be better served by a non-traditional restroom, Bowman said. By the end of the current academic semester, Bowman said, the steering committee hopes to convert at least one multi-use restroom in one of those buildings to an all-gender restroom, as an example of how the process will work moving forward. There should not be a significant cost associated with the work, Bowman said.

UMBC designated all single-user restrooms on campus as all-gender restrooms in 2018, a shift that mostly involved changing signage to designate existing restrooms for all genders or to make restrooms easier to find.

New buildings or buildings that are have scheduled renovations already have all-gender restrooms included in their designs, Bowman said.

Other schools in the area, both public and private, also have gender-neutral or all-gender restrooms. Johns Hopkins University in Baltimore lists more than three dozen all-gender restrooms across its campus buildings, and Towson University has at least two dozen gender-neutral restrooms in public areas of the campus.

Sean Welsh, a Towson University spokesman, said Towson has a three-year plan to address the buildings across campus that “do not have an inclusive restroom.”

Hopkins, Towson and UMBC all offer gender-inclusive housing, where students can mutually opt to be housed with students of any gender identity.

“We hope that students in the process of discovering their gender identity, who do not wish to identify themselves by gender, gay or bisexual students, and students who feel more comfortable with a roommate of a different gender will be able to find a more compatible roommate and living situation within this community,” UMBC explains on its housing website.