



Campus Administrative Policy

Policy Title: **Bathroom and Locker Room Policy**

Policy Number: 3062A

Functional Area: Facilities

Effective: January 1, 2023

Date Last Amended/Reviewed: N/A (new policy)

Date Scheduled for Review: January 1, 2027

Supersedes: N/A

Approved by: Donald M. Elliman, Jr.
Chancellor, University of Colorado Anschutz Medical Campus

Prepared by: Office of University Counsel
Reviewing Office: Office of the Chancellor, CU Anschutz Medical Campus
Responsible Officer: Executive Vice Chancellor of Administration and Finance and Chief Financial Officer

Applies to: CU Anschutz

A. INTRODUCTION

The University of Colorado Anschutz Medical Campus (“university”) has adopted this policy for all students, employees, and visitors to ensure equal access to restrooms and/or locker rooms regardless of their sex, gender identity, or gender expression.

B. POLICY STATEMENT

1. Equal Access to Restroom and/or Locker Room Facilities

- a. The university strives to create and sustain a campus environment that supports and values all members of our community. One aspect of creating a supportive and respectful environment is providing access to safe restroom and/or locker room facilities.
- b. Students, staff, faculty, and visitors shall be permitted to utilize the multi-stall or single-stall restroom or locker room that corresponds with their gender identity

and/or gender expression. Students, staff, faculty, and visitors shall not be required to use the restroom and/or locker room facilities that correspond to their sex.

- c. Questioning the presence of or harassing an individual who enters a restroom or locker room because of their perceived sex, gender expression or gender identity could be a violation of the university's Nondiscrimination policy.
- d. The university has posted the list and map of available all-gender or single stall restroom facilities online at: https://www.ucdenver.edu/docs/librariesprovider102/default-document-library/210519_all-gender_cuanschut.pdf?sfvrsn=99307bba_2 Facilities Management is responsible to provide newly identified all-gender restrooms to the Office of Equity (OE). OE will review and update the list, as necessary.

2. Related Policies and Regulations

- a. [Nondiscrimination Policy Number 3054](#)
- b. 3 CCR 708-1:81.9

3. Whom to Contact

- a. Employees or students with questions regarding the university's policy or concerns regarding discrimination based on sex, gender identity, or gender expression, may contact the Office of Equity at 303-315-2567 or via email at equity@ucdenver.edu. To report concerns of discrimination, you can submit an incident report form: https://cm.maxient.com/reportingform.php?UnivofColoradoDenver&layout_id=2.
- b. If rooms are unclean or need to be restocked with supplies, contact Facilities Services at 303-724-1777.
- c. For general support and advocacy on the Anschutz Medical Campus, please contact the Office of Diversity, Equity, Inclusion, and Community Engagement at odeice@cuanschut.edu.

C. DEFINITIONS

- **Restroom:** A facility that includes at least one toilet and sink, but no bathing fixture.
- **Locker Room:** A facility that includes at least one area where an individual could disrobe to change clothing. This facility may or may not include a bathing fixture, toilet, or sink.
- **Gender identity:** Refers to an innate sense of one's own gender, or an internal sense of who one is. See <https://www.ucdenver.edu/offices/equity/university-policies->

[procedures/discrimination-and-harassment/protected-characteristics](https://www.ucdenver.edu/offices/equity/university-policies-procedures/discrimination-and-harassment/protected-characteristics) for more information.

- **Gender Expression:** Refers to the external appearance of one's gender, usually expressed through behavior, clothing, haircut or voice, and which may or may not confirm to socially defined behavior and characteristics typically associated with being masculine or feminine. See <https://www.ucdenver.edu/offices/equity/university-policies-procedures/discrimination-and-harassment/protected-characteristics> for more information.
- **Sex:** Refers to the assigned and/or classification of an infant at birth as male, female, or intersex based on reproductive organs. See <https://www.ucdenver.edu/offices/equity/university-policies-procedures/discrimination-and-harassment/protected-characteristics> for more information.
- **All-Gender Restroom:** A Multi-stall restroom designated for use by any individual(s) regardless of their sex, gender Identity, or gender expression. Allows for access for several users at one time.
- **Single-Stall Restroom:** Restroom designed to accommodate one individual at a time, typically equipped with an external lock, to prevent access while occupied.
- **Multi-Stall Restroom:** Restroom designed to accommodate multiple individuals at a time, typically not equipped with an external lock.
- **Students:** Includes, but is not limited to, all students, including part-time, full-time, degree-seeking, non-degree seeking, undergraduate, or graduate students enrolled at CU Anschutz.
- **Employee:** Includes, but is not limited to, all staff, faculty, residents, fellows, including part-time, full-time and temporary appointments.

Notes

1. Dates of official enactment and amendments:
January 1, 2023: Approved by the Chancellor