

UC SANTA BARBARA POLICY AND PROCEDURE

Gender-Inclusive, ADA-Accessible, and Family-Friendly Facilities

Contact: Women, Gender, and Sexual Equity Programs

Issued: August, 2015

Supersedes: Gender-Inclusive Restroom Policy, April 2014

Pages: 2

GENDER-INCLUSIVE FACILITIES

OVERVIEW

The Santa Barbara campus abides by the University of California system-wide Guidelines for Providing Gender Inclusive Facilities. Where possible, the gender-inclusive facilities provided in newly constructed UCSB buildings will also meet disability accessibility requirements.

The University of California, Santa Barbara is committed to recruiting and retaining a campus community of diverse students, faculty, and staff and to creating and sustaining a campus environment that supports and values all members of our community. As part of that commitment, single-stall unisex restrooms have been established across the campus to provide safe, accessible, and convenient restroom facilities. These facilities may be used by anyone; however, they are especially welcoming for those with different gender identities or expressions, the disabled and their caregivers, and parents with small children.

Gender-inclusive single-stall facilities reduce the potential for and fear of discrimination which transgender individuals may face when using gender-specific facilities. Moreover, these facilities address the unique challenges that face individuals with disabilities and their caregivers, as well as parents with children.

I. RESPONSIBILITIES

The Vice Chancellor for Administrative Services is responsible for receiving and reviewing comments and suggestions regarding gender-inclusive facilities as well as hardship waiver requests.

The Vice Chancellor for Administrative Services or designate, the campus building official, and Campus Design and Construction are responsible for overseeing and implementing the University of California Guidelines for Providing Gender Inclusive Facilities within the timeframes given in that document.

The [Women, Gender, and Sexual Equity Programs](#) offer support and resources to students, faculty, and staff who might face challenges due to their identity. The [ADA Compliance Office](#) ensures that individuals with disabilities have equal opportunity to enjoy campus programs, activities, and benefits. The [Disabled Students Program](#) works to ensure that equal access is provided to all disabled students.

II. IMPLEMENTATION AND HARDSHIP REVIEW MECHANISMS

The Vice Chancellor for Administrative Services or designate, when implementing the system-wide guidelines, will collaborate with appropriate individuals, building committees and councils as needed to balance budgetary, regulatory and programmatic constraints with the building standards.

In instances where hardship may preclude full compliance with the system-wide guidelines, campus entities may request a waiver from the Vice Chancellor of Administrative Services. The waiver request will be submitted on the form provided in the system-wide guidelines. When reviewing the waiver request, the Vice Chancellor of Administrative services may take into 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, the campus may elect to provide a gender inclusive facility (if one does not already exist) in a nearby building.

IV. RESOURCES

- A. [Women, Gender, and Sexual Equity Programs](#)
- B. [Americans with Disabilities Act Compliance Office](#)
- C. [Disabled Students Program](#)