

# WASHROOMS AND CHANGE ROOMS

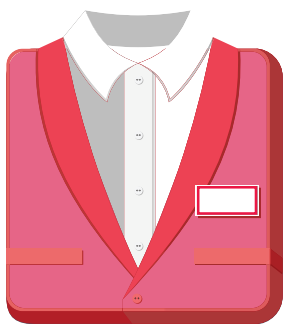
**EVERYONE HAS THE RIGHT** to go to the washroom without fear of violence or humiliation. Ontario's *Human Rights Code* protects people on the grounds of gender identity and gender expression, which means all people have the right to access washrooms, change rooms, or other gendered spaces based on their lived identity – how they choose to identify and present themselves to the world. Their birth-assigned sex has no necessary correlation to their lived identity.

**IF YOU ARE A TRANS PERSON, YOU HAVE THE RIGHT TO USE THE WASHROOM THAT FITS YOUR LIVED IDENTITY.**

## UNIFORMS

## CONSIDER NOT USING GENDERED UNIFORMS

**ALLOW EMPLOYEES TO PICK THEIR OWN UNIFORMS.**



Creating a standard uniform where people can choose what makes them feel most comfortable is a great way to support all staff.



### PROVIDE ACCESS ✓

It is ideal to have at least one single-stall, gender-neutral washroom at your organization.

### NO ASSUMPTIONS ✓

Never assume that a person who identifies as trans wants to use gender-neutral washrooms.

### PROVIDE OPTIONS ✓

Point out all washroom location options. Let the person decide where they want to go.

**IF SOMEONE HAS AN ISSUE** with a person who identifies as trans using a particular washroom or change room, it is their responsibility to remove themselves from that situation. The **duty to accommodate** rests in providing the trans person access to the washroom or change room of their choice.