

All-Gender Washrooms at Humber College: Frequently Asked Questions

Humber College is committed to ensuring that principles of equity and diversity are instilled as values throughout Humber's inclusive culture. Under Humber's Human Rights Policy, Gender Diversity Policy and the Ontario *Human Rights Code*, all members of the Humber Community are protected from discrimination and harassment in several areas including goods, services and facilities. Humber's Gender Diversity Policy specifically outlines washroom use stating: "The College will make all efforts to ensure that members of the Humber Community can use washrooms with safety, privacy and dignity, regardless of their gender identity or gender expression. All members of the Humber Community may choose to use any accessible all-gender washroom, regardless of their reason(s) for doing so."

(<http://www.humber.ca/policies/gender-diversity-policy>)

Aren't washrooms designated for use by women or men only?

It is common for washrooms to be gender-segregated, that is deemed for exclusive use by females or males only. These washrooms though are not accessible to all members of society as many people do not identify as either male or female. It is often thought that individuals are born either male or female based on their genitalia at birth; however, there is a distinction between sex and gender. Sex refers to the biological and physiological characteristics that define men and women. For example, genitals are the most recognised characteristic of sex. In contrast, "gender refers to the socially constructed roles, behaviors, activities and attributes that society assigns to men and women".¹ Self-identification is the sole measure of a person's gender. For individuals who do not identify as either "male" or "female" or those who do not express their gender in stereotypically "masculine" or "feminine" ways, finding an accessible washroom can be extremely difficult.

What is an All-Gender Washroom?

An all-gender washroom is a single-stall, lockable washroom available to people of all genders. All-gender washrooms provide access to a secure and private facility for all members of the Humber Community including those who are trans*, people with disabilities who require an attendant, and parents of children of the opposite gender. All-gender washrooms are identifiable by their visible signage (pictured below).



¹ *Gender, Women and Health*. World Health Organization/ <http://www.who.int/gender/whatisgender/en/>

Why is it important to have All-Gender Washrooms at Humber?

Having access to a secure washroom is a basic right for all people. Washrooms that are gender-segregated are frequent sites of discrimination and harassment for many members of the Lesbian, Gay, Bisexual, Trans*, Two-Spirited, Queer, Questioning, Intersex (LGBTQQI) community. For example, a woman who is labelled as “masculine-looking” using the women’s washroom may be subject to harassment ranging from insults and threats to violence. The same holds true for a man who is labelled as “feminine-looking” or a trans* person who uses the men’s washroom. All-gender washrooms provide a secure space for all members of the Humber Community. In addition to providing a private space for members of the LGBTQQI Community, all-gender washrooms are accessible to care providers of children of the opposite gender who may need to accompany their child to the washroom. Similarly, these washrooms offer people with disabilities the option to have attendants of the opposite gender access a secure, all-gender space to provide support for the person with a disability.

Where are the locations of the All-Gender Washrooms at Humber?

Humber currently has several all-gender, single stall washrooms on its campuses. The locations of the washrooms are outlined below:

North Campus	
Centre for Trades and Technology	CAR138
Centre for Trades and Technology	CAR140
Guelph-Humber	GH105
E Building, Concourse	E131
E Building, Concourse	E132
Lakeshore Campus	
Building Annex	AN107
Building Annex	AN108
B Building	B107
Birmingham	BIR123
Birmingham	BIR124
Building H, Basement	HB109
H Building	H109
H Building	H209
K Building, Basement	KB103
K Building	K103
K Building	K203

Humber’s campus maps identifying the locations of the all-gender washrooms can be found on Humber’s website at the locations listed below:

- Humber’s Main Website under Campus Maps:
<http://www.humber.ca/contact-us/campus-maps>
- The Centre for Human Rights, Equity & Diversity Website:
<http://hrs.humber.ca/human-rights-equity-diversity.html>
- Accessibility for Ontarians with Disabilities Act Website:
<http://hrs.humber.ca/human-rights-equity-diversity/aoda-commitee/links.html>