



The Oxford University LGBTQ+ Society recommends this document as an example mandate for JCR/MCR officers to present to colleges to establish gender neutral toilets.

You can adapt it to improve relevance to your specific community.

If you would like any help with this, or introducing other motions, please don't hesitate to get in contact with the LGBTQ+ Society or Campaign.

The President of the Society can be reached at [ouprez@gmail.com](mailto:ouprez@gmail.com)  
[The Chairs of the Campaign can be reached at lgbtq-chair@oxfordsu.ox.ac.uk](mailto:lgbtq-chair@oxfordsu.ox.ac.uk)

## Gender Neutral Toilets Mandate

### Reasons for mandate

On Sunday 27<sup>th</sup> May, the JCR approved a motion to mandate college to make all toilets primarily used by JCR members in JCR accommodation buildings and social spaces gender neutral. We have also carried the motion to make the current ‘Unisex toilets’ in the bar gender neutral, removing the current ‘Unisex’ signage and image of men and women, and replacing it with ‘gender neutral’ signage (see below for examples).

This is a precedent set by other Oxford college – as of 2017, 20 college have gender neutral toilets in some or all college buildings: Balliol, Brasenose, Corpus Christi, Harris Manchester, Hertford, Lincoln, Mansfield, Nuffield, Oriel, Regents Park, Somerville, St Anne’s, St Bennet’s, St Catherine’s, St Cross, St Hilda’s, St Hugh’s, St John’s, St Peter’s, and Wadham.

Gender neutral toilets are a necessity to members of the JCR because gendered bathrooms are inaccessible to transgender, non-binary and questioning members of college and the wider university.

In the 2018 revised edition of the Oxford University Equality and Diversity Unit’s ‘Transgender Guidance’, it is stated that:

“The University recommends that the provision of some gender neutral facilities is considered in every new build and refurbishment. Ideally these should include single cubicle gender neutral toilets, with integrated washing facilities and floor to ceiling doors.

“We recommend the provision of gender neutral toilets *in addition to* existing accessible toilets, and would not normally expect accessible toilets to be used by trans people, since they may be needed urgently by disabled people.

“In the UK there is no commonly accepted icon for a gender neutral toilet. Using signage with the words ‘gender neutral toilet’ can send a clear message of being a trans-inclusive organisation.”

We would like to highlight that gendered toilets directly affect members of our JCR, and makes daily life in college more difficult and anxiety-inducing for transgender students. In a survey conducted by the JCR Equalities Committee at the end of Hilary Term 2018, in response to the question “What do you think college can do to improve the environment and the facilities for those identifying as LGBTQ+?”, several respondents stated their need for gender neutral bathrooms to be introduced in JCR facilities. This is a pressing issue for members of our JCR community, and something we want rectified as soon as possible.

### Desired action

- a) Change the signage of toilets primarily used by JCR members in JCR accommodation buildings and social spaces with gendered signage. The toilets this includes are listed

below:

- Ground floor Wordsworth, making one 'Gender neutral toilets with urinals', and one 'Gender neutral toilets'.
  - Ground floor Deneke East, like Wordsworth making one 'Gender neutral toilets with urinals' and one 'Gender neutral toilets'.
- b) Remove current 'Unisex' signage with the graphic of a man and woman, and replace it with 'Gender neutral toilets' signage. 'Gender neutral toilets' signage is used at other colleges and is distinctly preferable to 'Unisex'.
- b) Provide sanitary bins in all cubicles, whether signed 'ladies', 'gents' or 'gender neutral', in recognition of the fact that such facilities may be required by people regardless of gender.
- c) Add an appendage to Appendix 7 of the 'LMH Equal Opportunities Policy' currently entitled 'Transgender', and any relevant Fresher's guidelines, to state that College is committed to ensuring that all toilets in JCR accommodation buildings and spaces primarily used by JCR members are gender neutral, and that individuals' choices to use gender neutral or, where they still exist, gendered toilets, is to be respected.

### Figures

(see PDF document labelled Appendix)

### Glossary

**Non-binary:** people who do not identify as either a man or a woman. They may have a more fluid sense of gender identity and gendered facilities are unaccommodating for them.

**The gender binary:** the socially upheld construct that there are two polarised genders, male and female.

**Transgender:** denoting or relating to a person whose sense of personal identity and gender does not correspond with their birth sex.

**Questioning:** the questioning of one's gender, sexual identity, sexual orientation, or all three; an exploration by people who may be unsure, still exploring, and concerned about applying a social label (in this case gender) to themselves for various reasons.