

Inclusive Facilities

University Facilities (UF)

Effective Date: July 2023

Last Modified Date: July 2023

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This document establishes standards and procedures related to the creation, adaptation, and implementation of inclusive facilities in pre-existing buildings and in buildings planned for future construction. These standards seek to create an inclusive campus environment for all students, faculty, staff, and visitors, regardless of their gender or accessibility needs.

Background

The provision of single-use restrooms, locker rooms and changing rooms is intended to provide an alternative to multiple occupancy, gender-specific facilities. Multiple occupancy, gender-specific facilities can be problematic for some people based upon their perceived or actual gender, thus making the use of a private facility preferable. This is also desirable for those with physical requirements including people accompanied by caretakers, or dependents, parents with small children, and those who have physical impairments and use mobility aids. Other medical needs may include people seeking additional privacy and comfort requests arising from conditions such as a colostomy bag, paruresis or shy bladder syndrome.

In addition, Wellness Rooms are designed to provide everyone with a private place that is clean and well-furnished to use in attending to health needs such as lactation, self-injections, etc. that is not associated with toileting accommodations. Private office spaces accomplish this for some but not all campus users.

There are many existing buildings across the University that do not have inclusive facilities. Some students, faculty, staff, and visitors are left without comfortable places to change, shower, or use the restroom unless they go to another building. It is important for the health and well-being of our community that we provide convenient access to inclusive facilities.

Standard

Clemson University is committed to creating and sustaining a campus environment that supports and values all members of our community. These guidelines focus on providing an inclusive environment, consistent with principles of community and efforts around civility and respect. Inclusion should offer access and equality by creating an environment that is accessible and respectful of all people. One aspect of creating

an inclusive environment is the availability of wellness, restroom, and changing facilities for all. To develop this, every new building whose scope encompasses these facilities shall incorporate these elements as defined in Facilities Standards and Procedures in this policy. While budgetary, physical, or building code constraints may impact the ability for every existing building to provide inclusive facilities, efforts to upfit should be taken where possible. The goal is that no individual would need to leave their current building to locate a facility. Likewise communicating the availability of inclusive facilities conveys that all are welcome. supervisor or manager may present an award to an employee in recognition of actions or recommendations that result in an improvement of reliability, savings of time, savings of money, improved customer satisfaction, or other efforts the supervisor deems worthy of recognition.

Scope

This policy applies to all students, faculty, staff, and visitors of Clemson University. Individuals who may have direct responsibilities in relation to this policy include University Facilities, Office of Human Resources, and Office of Access and Equity

Definitions

Changing Room: A room designed for one or more persons to partially or fully disrobe and re-dress. Locker rooms fall under this definition. While common areas are allowed, each changing room shall also include space providing privacy and security.

Gender-Inclusive Restroom Facility: A single-occupancy, lockable, sanitary facility that can be used by any person. If possible, it shall have an infant changing table and utilize principles of universal design. This type of facility is commonly known as a Unisex Bathroom, Gender-Neutral Water Closet or Family/Assisted Use Toilet. These facilities that are inclusive of all genders will simply be referred to as a "Restroom" on campus. All new signage will reflect this verbiage.

Gender Specific: Designated for use by one gender (male or female).

Inclusive Facility: Spaces in the built environment that are designed to be accessible to, and usable by, as many people as reasonably possible, without regard for gender or ability.

Major Renovation: The alteration of or addition to any existing facility which affects a work area exceeding fifty percent (50%) of the existing floor area in gross square feet. This definition does not apply to the replacement of roofing, mechanical or electrical upgrades, or minor repair.

Multi-use or Multi-stall Restrooms are restrooms that are intended for multiple users. They usually have an external door that remains unlocked and urinals, multiple sinks, and multiple stalls.

New Construction: Any new building construction or major renovation affecting more than 50 percent of the building floor area.

Pre-Existing Building: Any building existing prior to the effective date of this policy.

Single-Use or Single-User Restrooms: Restrooms intended for a single person to use. They are usually comprised of a single locking door, a sink, and a toilet.

Technically Feasible: something that has a likelihood of being accomplished because existing structural conditions would not require removing or altering a load-bearing member that is an essential part of the structural frame or that would threaten or destroy the historic significance of a historic property.

Universal Design: The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

Procedure

University Facilities and the Building Official shall, in accordance with the laws, regulations, and adopted codes of the State of South Carolina, analyze, and prioritize further efforts to make existing facilities inclusive and, on all new construction and major renovation include where technically feasible as follows:

- A. Each floor level shall have at least one Inclusive accessible single occupant restroom centrally located alongside gender specific restroom facilities. Each restroom shall be served by a lockable door and contain a wall-mounted baby changing station. These restrooms shall be identified as "Restroom" in braille and display the universal symbol of accessibility.
- B. For projects incorporating bathing facilities and/or changing areas, construct at least one lockable and accessible single occupant facility to be included and centrally located, so the user need not leave the bathing area to access the changing room.

- C. Specify, in each building, installation of a Wellness Room to be used for lactation and medical privacy purposes. The room shall be at minimum 6' x 8'. They shall follow University guidelines as listed in the "Green Book". They shall include at least one electrical receptacle, a sink with counterspace, paper towel dispenser, soap dispenser, waste receptacle, mirror, and comfortable seating. Door hardware shall be lockable with single motion egress and indicate when the space is in use.
- D. Outside of new construction and major remodels, a department may request to make an existing facility Inclusive. Processing departmental requests for replacing gender-specific signs on single-occupancy restrooms, or for renovations, should be based upon departmental funding. This process includes a restroom survey of the building to ensure building code required fixture counts are met and will take into consideration travel distance and accessible paths Inclusive restroom facilities in the area.
- E. Signage shall read "Restroom", "Wellness Room" or "Changing Room" with braille and only the pictogram of the International Symbol of Accessibility. If a converted space is not accessible, do not include any pictogram. Include wayfinding signage at gendered accommodations that direct people to the nearest Inclusive facilities.

References

[Americans with Disabilities Act](#)

[ANSI A117.1-2017: Accessible and Usable Buildings](#)

[Clemson University Wellness/Lactation Room Guidelines](#)

[OSHA 1910.141: Sanitation](#)

[OSHA's Best Practices: A Guide to Restroom Access for Transgender Workers](#)

[2021 South Carolina Plumbing Code](#)