



# All-Gender Restrooms

Policy FA003

Responsible Administrator: Vice President for Finance and Administration

Responsible Office: Office of Space Planning

Issue Date: July 2021

## Policy Statement

Fashion Institute of Technology (“FIT” or “the college”) is committed to protecting the safety and well-being of its students and employees and maintaining educational and working environments that are free from discrimination and harassment. The college recognizes the need to protect transgender, gender non-conforming, and non-binary individuals from discrimination and harassment by designating all public Single-Occupancy Restrooms as All-Gender Restrooms.

## Reason for the Policy

On December 23, 2020, Chapter 353 of the Laws of 2020 was signed into law, relating to Single-Occupancy Restroom requirements. This civil rights measure designates all Single-Occupancy Restrooms as All-Gender Restrooms to protect against discrimination and harassment. The Trustees of the State University of New York subsequently enacted a notice of Emergency Adoption and Proposed Rule Making with respect to Part 317 of Title 8 of the Official Compilation of Codes, Rules and Regulations of the State of New York, to comply with Chapter 353 of the Laws of 2020, which requires all public Single-Occupancy Restrooms at each state-operated institution be designated as All-Gender Restrooms for use by no more than one occupant at a time, or for family-assisted use, effective March 23, 2021.

## Who is Responsible for this Policy

- Vice President of Finance and Administration
- Office of Space Planning

## Who is Affected by this Policy

- All members of the FIT community

## Definitions

- **All-Gender Restroom:** A restroom that can be used by any person regardless of birth-assigned sex, gender identity, or gender expression.
- **Single-Occupancy Restroom:** Consistent with the definition outlined in Section 145 of the New York Public Buildings Law, a Single-Occupancy Restroom is a restroom intended for use by no more than one occupant at a time, or for family or assisted use, and which has a door for entry

into, and egress from, the restroom that may be locked by the occupant to ensure privacy and security, consistent with the definition.

## Principles

Pursuant to Chapter 353 of the Laws of 2020, FIT shall designate all public Single-Occupancy Restrooms as All-Gender Restrooms for use by no more than one occupant at a time, or for family-assisted use. All-Gender Restrooms shall be clearly designated by signage on or near the entry door of each facility; signage shall also comply with the Americans with Disabilities Act, and other applicable state and local laws.

## Responsibilities

N/A

## Procedures

N/A

## Violations

Individuals who believe they may have been treated in a discriminatory manner or who are experiencing possible harassment should contact the Title IX Coordinator/Affirmative Action Officer.

Complaints will be investigated in accordance with the procedures contained in the college's Nondiscrimination and Anti-Harassment policy or Sexual Misconduct Response policy, as applicable. An individual who files a complaint or participates in an investigation will be protected against retaliation. Complaints will be kept confidential to the extent possible.

## Related Policies

- [Nondiscrimination and Anti-Harassment](#)
- [Sexual Misconduct Response](#)

## Related Documents

- [SUNY Board Resolution](#)
- [FIT All-Gender Restroom Signage](#) (FIT Newsroom Direct)
- [Bathrooms for Humans](#) (white paper from FXCollaborative, featuring FIT's all-gender restroom signage)

## Contacts

- **Title IX Coordinator/Affirmative Action Officer**  
333 7<sup>th</sup> Ave. 14<sup>th</sup> Floor  
(212) 217-3360  
[titleix@fitnyc.edu](mailto:titleix@fitnyc.edu)