



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**
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