

Gender Inclusive Restrooms

Division of Diversity Affairs

Policy Owner: Vice President for Diversity Affairs/Vice President for Finance and Administration

Effective date: January 27, 2016

Approval date: January 27, 2016

Schedule for Review: Spring 2030

Policy Summary

To provide safe and accessible restroom facilities to all.

Policy Statement

In order to provide a convenient and safe environment to all, the College shall allow individuals to use the restroom that corresponds to their gender identity. The Colorado Civil Rights Division has defined “gender identity” to mean “a person’s innate sense of his or her own gender” (Rule 81.2).

The College is committed to provide gender inclusive restrooms in existing buildings, to the extent reasonably feasible.

The College will include at least one gender inclusive restroom in all newly constructed or significantly renovated buildings.

Reason for Policy

Fort Lewis College strives to create and sustain a campus environment that supports and values all members of our community, including visitors. One aspect of that effort is to provide safe and accessible restroom facilities. Current gender-specific restrooms limit options for those with family members of mixed gender and to transgender individuals.

Responsibilities

Responsible for following policy: All FLC community members and visitors.

Responsible for enforcement of policy: Vice President for Student Affairs/Vice President for Finance and Administration

Responsible for oversight of policy: Vice President for Student Affairs/Vice President for Finance and Administration

Responsible for notification: Policy Librarian

Responsible for implementing policy: Vice President for Student Affairs/Vice President for Finance and Administration

Revision History

This policy was originally approved by the President on June 25, 2014. It was revised on January 27, 2016 to clarify that while the College is committed to providing gender inclusive restrooms when feasible, it will provide at least one gender inclusive restroom in all newly constructed or significantly renovated buildings.

Review and Revision History:

This policy was originally approved by the President on June 25, 2014. It was revised on January 27, 2016 to clarify that while the College is committed to providing gender inclusive restrooms when feasible, it will provide at least one gender inclusive restroom in all newly constructed or significantly renovated buildings, Reviewed and Titles updated June 10, 2025.