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CHANCELLORS
VICE PRESIDENT AGRICULTURE AND NATURAL RESOURCES
LABORATORY DIRECTORS

Dear Colleagues:

The University of California sets the global standard of inclusiveness, understanding, and equitable treatment in all its endeavors, creating a world where individuals and communities of diverse sexuality and gender identity and expression are safe, supported, respected, empowered, and truly equal.

This statement sets forth the University's position as a leader in diversity and inclusiveness. I encourage campuses to use and leverage this statement as a foundation for campus decisions and messages.

In support of our commitment to inclusion, I am issuing the University of California Guidelines for Providing Gender Inclusive Facilities, effective July 1, 2015.

I thank all of you who recently provided input on the direction for the guidelines regarding University of California implementation of Gender Inclusive Facilities. The responses showed thoughtful consideration of how to realize our standards of inclusiveness, understanding, and equitable treatment within the unique context of each campus and other UC environments.


In May 2014, I endorsed a recommendation from the UC Task Force and Implementation Team on LGBT Culture and Inclusion to create gender inclusive facilities and practices in UC-owned buildings. We initiated a workgroup to develop guidelines for implementation of gender inclusive facilities at the University. The committee's task was to help campuses, in consultation with the LGBTQ community, to provide safe facilities for people of all gender identifications by writing guidelines that shall be followed at each campus. The guidelines for safe gender inclusive facilities were deliberately written to provide flexibility for each campus, in consultation with its LGBTQ and larger community, work within the guidelines to meet local needs and conditions. It is the purview of each campus and its organizations to hear and address all the concerns of their LGBTQ communities.

After reviewing the comments received and giving consideration to the recommendation of the workgroup, I support the adoption of the Guidelines for Gender Inclusive Facilities into the *UC Facilities Manual*, a document that catalogs systemwide policies, procedures, and guidelines for facilities management and operations. The guidelines, effective July 1, 2015, are attached for your information. A letter confirming that you have established a process for implementation and performed an existing facilities audit, as described in the guidelines, should be provided to Associate Vice President Capital Programs Deborah Wylie by November 1, 2015. Conversion of existing facilities and publication of Gender Inclusive Facilities locations on the campus website should be completed by March 1, 2016. Lastly, directional signage from buildings without Gender Inclusive Facilities to buildings with those facilities should be completed by July 1, 2016.

The enclosed guidelines apply to restrooms, changing rooms, and showers, in UC-owned buildings. Campuses may also elect to implement these recommendations in spaces with similar safety and privacy concerns, or in non-UC-owned space when feasible. Given the far-reaching impact of these guidelines, I recommend that these guidelines be distributed to all campus units and auxiliaries with responsibility for planning, developing, or operating UC-owned building space. This would likely include campus architects, planners, facilities and operations groups, housing and dining divisions, real estate, athletic and recreation departments, and the equivalent teams at our medical centers. I also anticipate that continued consultation with your campus' LGBT Councils, Committees and LGBT Centers' staff will be invaluable.

Many members of our community have been advocating for this change for some time and we all appreciate your dedication to implementing these guidelines.

Yours very truly,



Janet Napolitano
President

Attachment

cc: Provost Dorr
Executive Vice President Brostrom
Executive Vice President Nava
Executive Vice President Jack Stobo
Vice President Sakaki
Associate Vice President Kim
Associate Vice President Wylie