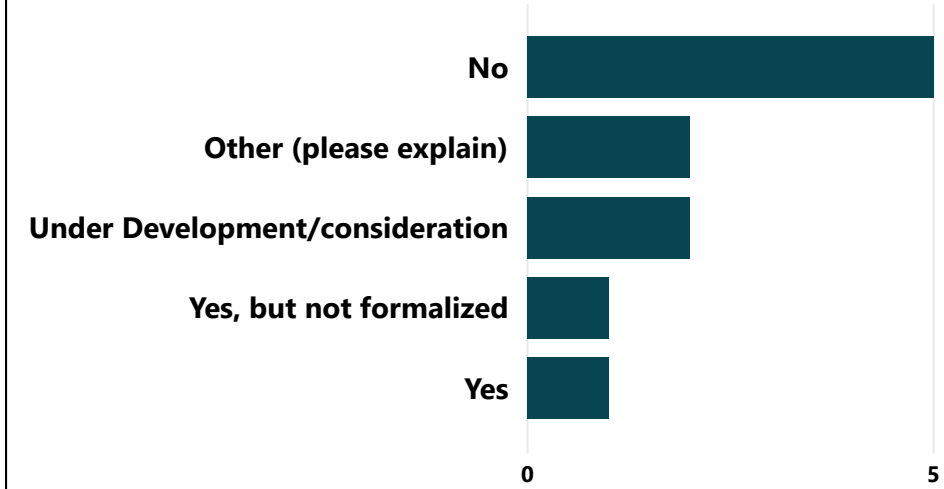


### Have Policy for This



### Comments - Policy

We just got done having a bathroom update/remodel policy formalized that takes into account accommodations.

we do not have an official policy or standard

Since 2017 CA law requires single stall restrooms to be offered as gender neutral. So we complied and converted all our single stall restrooms

Not an official policy, however as bathrooms are slated for remodel or renovation, signage is changed to "all gender"

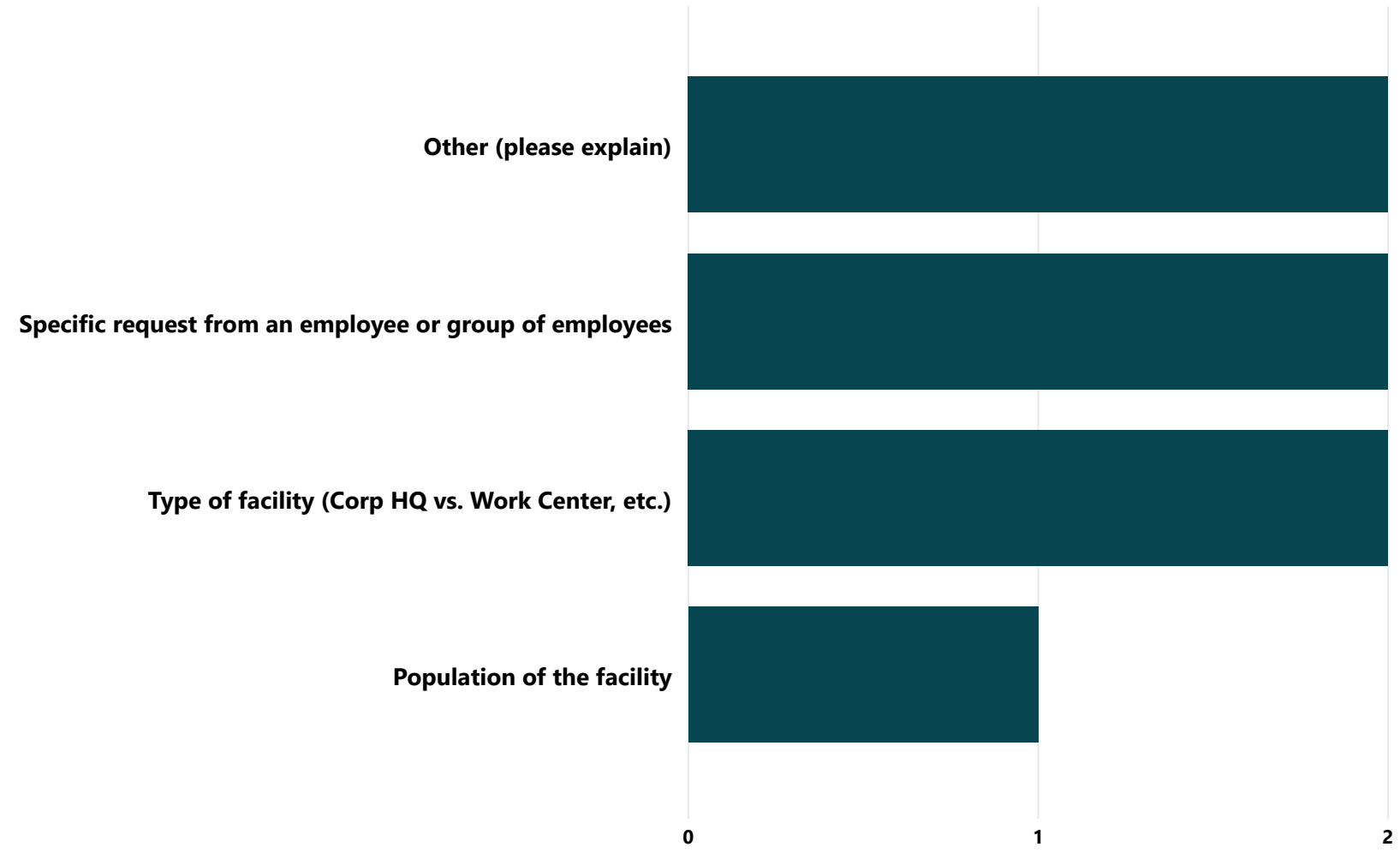
No written policy, but all new or remodeled facilities will have a "gender neutral" restroom included.

This report contains the results of a "Special Topic Survey" on **LGBTQ Rest Rooms** and reflects the answers based on voluntary participation. [The survey can be found here.](#)

**Total Responses**  
11



### Policy Influenced By



Comments from "Special Topic Survey" on **LGBTQ Rest Rooms** - Contact information provided where agreed by participant but only to be used by other participants regarding this survey.

**Total Responses**  
11

11/8/19



### Comments - Locker Room Issues

▲
At the same time we were relabeling the single stall restrooms we relabeled the single occupancy shower rooms to gender neutral as well
Currently all restrooms and locker room, shower room situations are being considered to address LBGTQ and transgender
In any new operation centers, there is a separate single stall gender neutral restroom that has a single shower in it.
n/a
Still mens and womens
These are still sexed, but when we remodel - if there is space we try to also build a unisex restroom with a locker and shower in it.
Unisex option available

### Comments - Other Insights

▲
These topics are handled by HR. Restrooms are utilized by identifying group.
We have discussed implementing a policy on gender neutral restrooms, but there was not enough support from our CRE team. We are building a new office tower and including gender neutral restrooms on each floor. but this standard does not extend outside of that project.