

Restroom, Locker Room, Changing Room, and Shower Facility Use Policy

The University is committed to maintaining safe, accessible, respectful, and private facilities for all members of the University community while complying with applicable state and federal law.

This policy establishes requirements for the designation and use of restrooms, locker rooms, changing rooms, and shower rooms and identifies alternative accommodations available to those who desire or require additional privacy.

Scope

This policy applies to restrooms, locker rooms, changing rooms, and shower rooms maintained by the University.

Multi-Occupancy Facilities

In accordance with Ohio Revised Code § 3345.90, each restroom, locker room, changing room, or shower room that is accessible by multiple individuals at the same time shall be clearly designated for the exclusive use of the male biological sex or the female biological sex.

Individuals are expected to use multi-occupancy facilities designated for their biological sex, as that term is defined by applicable Ohio law.

The University shall not knowingly permit an individual to use a multi-occupancy facility designated for the opposite biological sex, except as otherwise permitted by law.

**Biological sex as defined by Ohio law states that biological indication of male and female, including sex chromosomes, naturally occurring sex hormones, gonads, and nonambiguous internal and external genitalia present at birth, without regard to an individual's psychological, chosen, or subjective experience of gender. An individual may use the individual's official birth record, as defined in section 3705.01 of the Revised Code, to prove biological sex if the birth record was issued at or near the time of the individual's birth.*

Single-Occupancy and Alternative Facilities

The University recognizes that individuals may desire additional privacy when using restroom, changing, or shower facilities.

Individuals may use available single-occupancy or family facilities regardless of sex or gender identity.

When appropriate and available, the University may also provide access to another private facility as an alternative accommodation consistent with applicable law.

Individuals seeking assistance with identifying an appropriate private facility may contact the Student Title IX Coordinator or Employee Title IX Coordinator at titleix@unoh.edu.

Anyone requesting a private or alternative facility will be treated respectfully and with appropriate consideration for privacy. Individuals will not be required to disclose personal information beyond what is reasonably necessary for the University to evaluate and provide an appropriate accommodation.

Facility Signage

Multi-occupancy restrooms, locker rooms, changing rooms, and shower rooms shall display clear signage identifying the facility as designated for male or female use as required by Ohio law.

Single-occupancy and family facilities may be identified using neutral terminology such as "Single-Occupancy Restroom," "Private Restroom," or "Family Restroom," as appropriate.

Exceptions

Consistent with Ohio law, the restrictions applicable to multi-occupancy facilities do not apply in circumstances including:

- A child under age ten who is being assisted by a parent, guardian, or family member;
- A person with a disability who requires assistance from another individual;
- A University employee whose job responsibilities require entry into a facility designated for the opposite biological sex; or
- An individual who reasonably believes entry into the facility is necessary to respond to a legitimate emergency.

Concerns Regarding Facility Use

Individuals who have concerns regarding the use of a University restroom, locker room, changing room, or shower room should report the concern to the Title IX Coordinators at titleix@unoh.edu.

Members of the University community should not confront, question, investigate, photograph, record, or otherwise attempt to determine another individual's biological sex based on physical appearance, clothing, mannerisms, name, or other perceived characteristics.

The designated University office will review reported concerns privately and determine the appropriate response consistent with University policy and applicable law.

Knowingly false, harassing, or discriminatory reports may be addressed under other applicable University policies.

Privacy and Respect

The University will administer this policy in a manner that respects the privacy and dignity of all students and employees.

Information concerning an individual's circumstances will be shared only as appropriate for legitimate University purposes and consistent with applicable law and University policy.

Nothing in this policy authorizes harassment, bullying, intimidation, retaliation, or discrimination against any member of the University community.

Questions and Alternative Accommodations

Anyone who has questions about this policy or who wish to discuss available private or alternative facilities should contact:

Student Title IX Coordinator (Students)

13000 Student Commons Building
419-998-3157
titleix@unoh.edu

Employee Title IX Coordinator (Employees)

1000 Building
419-998-3106
titleix@unoh.edu

The University will work with individuals to identify available alternatives consistent with applicable law.

Authority

This policy is intended to comply with Ohio Revised Code § 3345.90 and other applicable state and federal requirements. The University reserves the right to modify this policy as necessary in response to changes in applicable law or regulatory guidance.