



Administrative Policy

Policy Title:	Transgender Bathroom Use Policy
Policy Number:	1734
Date Adopted:	02/22/2024
Version:	1.0
Review Cycle:	Annually
Date Last Reviewed:	-
Office Responsible:	Human Resources
Reviewing Committee:	Leadership Council
Related Policies:	NA
Related Laws:	Title IX of the Education Amendments of 1972
Related Code of Regulation:	NA

Policy Summary:

In its commitment to cultivate an inclusive and secure milieu for all members of its community, Jackson College, Michigan, hereby enunciates a policy aimed at fostering respect and equality for students, staff, faculty, and visitors, irrespective of their gender identity or expression. This policy is formulated in alignment with the core principles of diversity, equity, inclusion, and a sense of belonging, simultaneously ensuring adherence to pertinent federal, state, and local statutes. This policy applies to all students, staff, faculty, and visitors at Jackson College.

Scope:

The policy applies to all students, staff, faculty, and visitors at Jackson College.

Policy Statement:

1. All individuals on the Jackson College campus have the right to use the bathroom that corresponds to their gender identity.
2. Privacy and respect for all individuals using restroom facilities must be maintained at all times.
3. Jackson College will provide and maintain gender-inclusive restrooms in various locations across the campus. These restrooms are available to any person who prefers a more private space, regardless of their gender identity or expression.
 - a. Bert Walker Hall, Room 142
 - b. Campus Services, in process of creating space
 - c. Campus View, Room 132P
 - d. Field House, in Process of converting Rooms 112 & 113 (lobby restrooms)
 - e. Gold Hall, Room 105
 - f. Potter Center, Rooms 403, 404, 405, 406
 - g. HLC, Rooms 119, 218A
 - h. J Whiting Hall, Room 247
 - i. Jets Air Station, Room 102
 - j. JETS Hangar, in process of creating space



- k. McDevitt Hall, Room 123
 - l. Jets Pavilion, Room 102
 - m. Maroon Hall, Room 105
 - n. Steam Factory, Room 103
 - o. Wm. Atkinson, In Process (WA 114 being converted)
- 4. Harassment or discrimination against any individual based on their use of a restroom in accordance with their gender identity is strictly prohibited and will be addressed in accordance with Jackson College's anti-discrimination, student judicial and employee behavior policies.
 - 5. Any concerns about restroom safety or accessibility should be directed to the Human Resources & Legal office.
 - 6. Clear and respectful signage will be posted to indicate gender-inclusive restrooms.
 - 7. This policy will be communicated to all members of the Jackson College community through various channels, including the college website, orientation sessions, and campus-wide emails.

Note: This policy is aligned with Title IX of the Education Amendments of 1972, which prohibits sex-based discrimination in federally funded education programs and activities, and other applicable federal, state, and local laws regarding non-discrimination.

Definitions:

- 1. Transgender: An umbrella term for individuals whose gender identity or expression is different from the sex assigned to them at birth.
- 2. Gender Identity: A person's internal understanding of their gender, whether male, female, a blend of both, or neither.
- 3. Gender Expression: The external presentation of a person's gender identity, which may include behavior, clothing, hairstyles, voice, or body characteristics.

Change Log:

<u>Version</u>	<u>Date Of Change</u>	<u>Description of Change</u>	<u>Responsible Party</u>
1.0	2.22.2024	New policy	C. Allen