



Cornell University  
Facilities Services

January 30, 2012

To: Melissa Lukasiewicz and Erik Smith

From: Kyujung Whang

Re: UA Resolution #2

I have received your email of December 21, 2011 with the attachment "UA Resolution #2, Availability of Accessible Unisex Restrooms and Locker Rooms on Campus." I have reviewed the resolution carefully with those who are stakeholders in this matter and offer the following responses, suggestions and follow-up questions.

Let me thank you and your colleagues for the thoughtfulness that went into this resolution and find its content very relevant to the overall diversity and inclusiveness plan of the university. I will respond to each "resolved" paragraph.

1. **Be it therefore resolved**, that each construction project beginning design after the passage of this resolution, and renovations of facilities on the Ithaca campus where the overall project cost is over \$5,000,000, will include at least one accessible, single stall, unisex restroom.

On the face of it we support this paragraph; however, we would like to offer a few suggested word clarifications and clarification of intent. We have re-written the paragraph with our recommended changes:

**Be it therefore resolved**, that each *building* construction project *that requires restrooms facilities* beginning design after the passage of this resolution, and *building interior* renovations of facilities on the Ithaca campus where the overall project cost is over ~~\$5,000,000~~ *the university's Capital Funding and Priorities Committee's (CF&PC) budget threshold amount for project approvals*, will include at least one accessible, single ~~stall-occupant~~, unisex restroom.

- Not all construction projects are building construction projects, i.e. bridge nets, utility infrastructure, campus walkways, etc. that don't require restrooms. Clarifying that this requirement is only for building construction projects would be helpful.

- The basis of our next suggestion is that not all buildings are required to have restrooms. For instance, we have many service buildings and farm buildings that are not occupied by people and the passage as written would require building a restroom for no reason.
  - Stating an amount of \$5,000,000 would set the threshold in perpetuity. We recommend using the threshold for projects requiring CF&PC approvals currently set at \$5,000,000 for both new construction and renovation projects. Establishing this amount as the threshold allows flexibility to adjust the amount due to inflation or other reasons.
  - The term “single stall” is vague and confusing. We believe the intent here is to say single-occupant restroom.
2. **Be it further resolved**, that current single-stall restrooms on the Ithaca campus be converted to unisex restrooms where such a conversion does not contravene New York State minimum requirements for gendered restroom accommodations.

On the face of it we support this paragraph; however, we would like to offer suggested word clarifications and clarification of intent. We have re-written the paragraph with our recommended changes:

**Be it further resolved**, that current single-stall *occupant* restrooms on the Ithaca campus be ~~converted to~~ *identified as* unisex restrooms where such a conversion does not contravene New York State minimum requirements for gendered restroom accommodations.

- We believe the conversion of single occupant restrooms to unisex restrooms simply requires a change in signage; therefore, this change in wording is consistent with the intent of the resolution.
  - What is the timeframe of conversion? Immediately? Over a longer timeframe?
  - We are also concerned about the potential code impact this will have on restroom fixture counts. Code mandates minimum fixture counts for men’s and women’s room and converting all single occupant rooms to unisex may throw off this requirement unknowingly. Our recommendation is to be consistent with the requirements for new construction and require one unisex conversion per building.
3. **Be it further resolved**, diaper-changing stations be available in campus restrooms where possible and where most beneficial to all types of family structure.

We recommend limiting this to new buildings and renovations covered in the first paragraph.

4. **Be it further resolved**, that each construction of athletic and recreation facilities with locker rooms beginning design after the passage of this resolution include at least one unisex changing and shower facility.

We agree and will comply.

5. **Be it further resolved,** that the related University administration respond appropriately with an implementation plan.

We will wait for your responses to our questions. We will support the agreed upon changes via modifications to our university design standards that dictate the designs of all our projects. We will also share this broadly with those on campus who are responsible for design and construction on campus and ask them to comply with the recommendations.

In terms of protocol, what is the preferred method of response? Do I respond officially or should that come from President Skorton?