

## **GENDER INCLUSIVE CHANGE ROOM / WASHROOM FAQs**

February 16, 2023

### **Does the City have a Gender Inclusive Policy? Why?**

Yes, the City of Saskatoon has a gender inclusivity policy that aligns with the Saskatchewan Human Rights Code. Patrons can choose the change room or washroom that aligns with their gender identity.

Gender identity is a protected right under the *Saskatchewan Human Rights Code*. The City of Saskatoon is required to comply with provincial human rights legislation. It is provincial law.

### **How long has the policy been in place?**

This policy has been in place since the fall of 2020. It was implemented after extensive consultations with several parties and after a thorough review of what other organizations were doing to meet their obligations under human rights legislation.

### **How does this policy align with other municipalities?**

The policy of the City of Saskatoon is not unique. Our human rights legislation is similar to that of other jurisdictions in Canada. Many entities across Canada have similar gender inclusivity policies.

### **How does the City decide who can use which change room?**

The City does not decide this, the individual decides based on their gender identity.

### **Are patrons able to choose which change room or washroom that aligns with their gender identity at the City of Saskatoon Leisure Centres and leisure facilities? Why?**

Yes, patrons can choose the change room or washroom that aligns with their gender identity. The City of Saskatoon embraces diversity and ensures fair, respectful and inclusive treatment of all its residents.

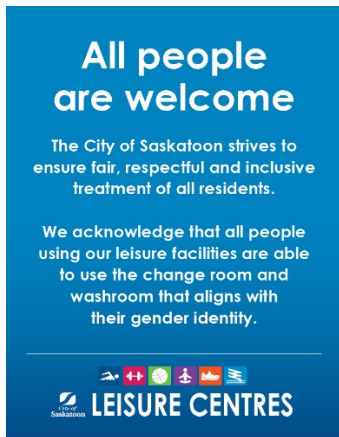
We understand that this is a divisive issue and makes some people uncomfortable. Gender identity is a protected right under the Saskatchewan Human Rights Code, 2018 – a provincial law.

Part of recognizing people's rights is allowing them to choose which change room or washroom they use based on their protected rights.

Several Leisure Centres have universal change rooms and alternate private spaces can be made available. We have communicated to all patrons that these spaces are available.

## How do you notify patrons about the policy?

Since the policy was introduced in 2020, signage that outlines it is posted at the entrance of the change rooms at all our Leisure Centres.



## What about the safety and privacy of other visitors using these facilities, especially children and women?

Safety is of utmost importance at the City and we take great measures to make sure the safety of all people using our leisure facilities. To make all our patrons, staff and other community members who visit our spaces feel comfortable and safe when using City facilities, we have been working to convert family change rooms to be universal change rooms people can use for any reason. These universal change rooms provide additional privacy to anyone who desires to use those facilities.

## Why doesn't the City offer universal change rooms at every facility?

Depending on the age of the facility it may not have been constructed with universal change rooms. Our older facilities do not have them. The City is working at updating these facilities to bring them up to modern standards. Harry Bailey will be closing in April 2023 to allow for an extensive renovation. Universal change rooms and other privacy options will be included as part of this renovation.

## Do you worry that individuals will pretend to be transgender to access certain change rooms?

We do not anticipate our patrons to be acting in bad faith towards other patrons. Individuals are responsible to maintain appropriate behaviour when in change rooms and any violation of this is never tolerated and is taken very seriously. If a patron has a concern about inappropriate behavior of another patron that is using the facilities, they should bring it to the attention of facility staff for follow-up and investigation.

Any violation would be addressed on the basis that the behavior is inappropriate, rather than on concerns of gender. Be assured that the City goes to great lengths to ensure the safety of the public in all City facilities.

**What if I suspect there is inappropriate behavior in a change room?**

We encourage patrons to report any inappropriate behaviour they personally experience to facility staff. The City focuses on inappropriate behaviour and not simply use of the change room. For example, any lingering, leering, inappropriate or sexual behaviour is unacceptable and should be reported to City staff so it can be investigated.

If anyone is uncomfortable with our policy, the City will make private spaces available for their use.