

IS YOUR BUILDING INC-LOO-SIVE?

Bathrooms and change rooms are essential public spaces that should meet the needs of the people that use them. InterBuild's research shows that 1 in 4 people need more space, time or privacy when using the bathroom, suggesting that many employees, shoppers, students and other visitors to buildings need more inclusive options and a greater choice when they use the loo.

Designing for better inclusivity brings benefits for everyone involved:

Building owners and managers

gain greater access to potential tenants, customers, employees and visitors because their facilities support a broader part of the community. This could also lead to increased visitation time, sales and usability.

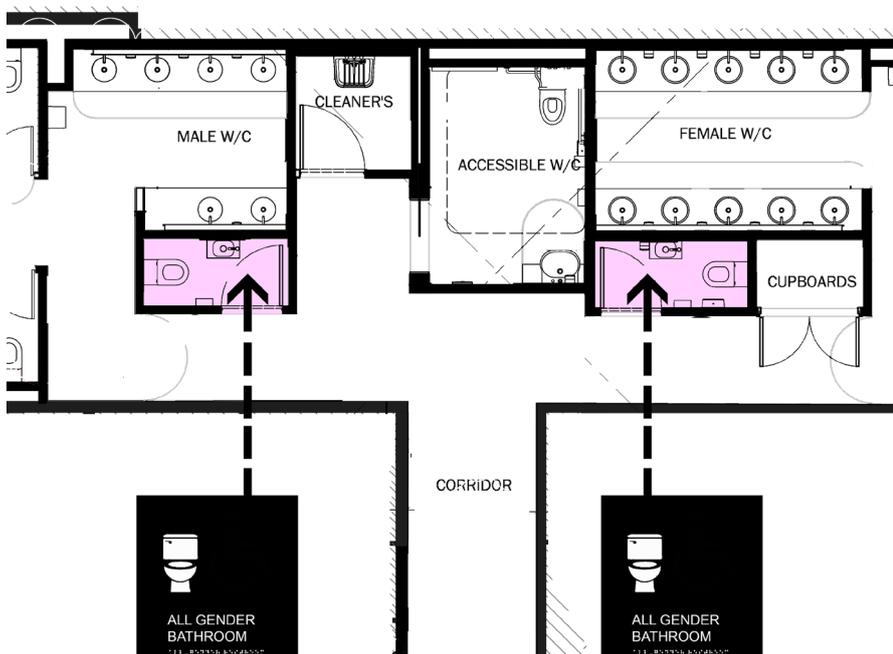
Employers and organisations

remain up to date with community preferences and can be recognised for their support of inclusion and equality, potentially attracting employees and customers. They also stay aligned to regulatory requirements and ahead of changes.

Building users

benefit through greater choice and better support for their diverse needs, in particular the physical and mental health of groups in the community like transgender and gender diverse people.

80% of Australian workers support all gender bathroom options in their workplace.
- Australian Workplace Equality Index, 2021



Greater inc-loo-sion empowers many within the community:

- Parents and caregivers
- Transgender and gender diverse people (TGD)
- Those with accessibility needs
- Those whose gender presentation may be perceived differently to their gender identity
- People not confident using communal bathrooms and others requiring additional space, time or privacy

"When I'm out I often skip using bathrooms or have to find the one bathroom outside the gender binary. It reminds me that the world is made only for some people to live comfortably in."

- Respondent to InterBuild Survey, 2020

5 principles of inclusive bathrooms:

1. Welcoming and identifiable
2. Accessible and empowering to anyone
3. Comfortable and responsive to people's needs
4. Safe and private by design and location
5. Maintainable and able to be supported by staff

How can you deliver Inc-loo-sion?

- Engage with your building users before, during and after any works. Understand their needs when planning out new or updating existing facilities.
- Understand the code and compliance requirements, including the Building Code of Australia and the Sex Discrimination Act.
- Train employees to understand the need, benefits and greater choice that All Gender bathrooms provide, and the legal requirement to allow people to use the facility that aligns with their gender identity.
- Design and sign your bathrooms for greater inclusion – don't forget the 5 principles and these tips!

Tips to make your building inc-loo-sive

- | | |
|----------------|-----------------|
| ✓ Toilet | ✓ Hand Dryer |
| ✓ Sanitary bin | ✓ Lockable door |
| ✓ Hand basin | ✓ Bag hook |
| ✓ Soap | ✓ Clear signage |
| ✓ Mirror | |

Sign the facilities instead of other alternatives



Can you ask that?

Aren't accessible unisex bathrooms enough?

Accessible toilets are designated for people with the need for the facilities they offer or the timeliness in which they need them. InterBuild's research shows that one in four people need a bit more space, time or privacy, and that they don't feel comfortable using an accessible toilet.

We don't think we have TGD employees or people that visibly need all gender bathrooms. Why do we need them?

Providing all gender facilities can signal to your staff or users that your workplace or building is inclusive, safe and supportive. Some might not disclose these needs, especially if they are not confident they are in a safe and supportive space.

Won't adding all gender bathroom choices to our existing facilities just mean extra costs?

Not necessarily, if you are designing right and using performance-based solutions in demonstrating compliance with the Building Code. It also depends on where you are located, the interpretation of various workplace and building codes and changing preferences and expectations.

Aren't we risking complaints or creating safety issues?

All gender bathrooms provide greater choice for everyone. Research has shown 80% of Australian workers would welcome all gender options in their workplaces. Impacted groups like transgender and gender diverse people will be considerably safer and at less risk of harassment.

Won't having all gender bathrooms be confusing for people who have specific needs?

Accessible toilets are a requirement of the Building Code. Adding greater choice with all gender options and designing to meet all users' needs rather than a limited group's needs can reduce confusion and increase inclusion.

"The only cubicle I can fit in with my 4yo daughter is an accessible toilet. Why aren't there toilets for parents and children to navigate?"

- Respondent to InterBuild Survey, 2020

Want to know more or get involved?

InterBuild – [linkedin.com/company/interbuildlgbt/](https://www.linkedin.com/company/interbuildlgbt/)

InterBUILD

The LGBTQ+ network for Australia's property and construction sector, providing guidance and engagement to build a more inclusive Australia.