



## Building & Administrative Service Center

OVERVIEW

STAFF

EMPLOYEE SYSTEMS

SERVICES

POLICIES &amp; GUIDANCE

### Gender Inclusive Facilities

*"The University of California sets the global standard of inclusiveness, understanding, and equitable treatment in all its endeavors, creating a world where individuals and communities of diverse sexuality and gender identity and expression are safe, supported, respected, empowered, and truly equal."*

--UC President Janet Napolitano, June 10, 2015

In June 2015, in support of the University's commitment to inclusiveness for people of all gender identifications, President Napolitano issued the [University of California Guidelines for Providing Gender Inclusive Facilities](#), effective July 1, 2015.

UCOP is currently in a process of forming a Gender Inclusive Facilities (GIF) Committee to oversee the implementation of these guidelines. Members of the GIF Committee will include:

- Thera Kalmijn, Executive Director of UCOP Operations
- Steve Murray, Director of Building and Administrative Service Center
- Roman Starno, Chief Building and Security Manager
- Representatives from the UCOP LGBT Affinity Group

The Committee will review and evaluate the availability of gender inclusion in all UCOP-owned buildings including, but not limited to, restrooms, showers, locker rooms and changing rooms, and make recommendations to Building and Administrative Service Center on new construction or renovation projects for compliance with the new guidelines. The Committee aims to implement best practices for gender inclusive facilities in creating and sustaining a safe and respectful environment that supports and values all members of our community, including visitors.

#### Gender Inclusive Restrooms

#### CONTACT CHIEF BUILDING MANAGER

Email [Roman Starno](#)

Phone: (510) 587-6100

Room 7317  
1111 Franklin Street  
Oakland, CA 94607



## Construction Services

OVERVIEW

STAFF

UC FACILITIES MANUAL

PROGRAMS &amp; PROCESSES

ADVERTISEMENTS

### UC FACILITIES MANUAL

[Introduction and Quick Links](#)[Volume 1: University Administration](#)[Volume 2: Planning](#)[Volume 3: Design](#)[Volume 4: Construction Contracting](#)[Volume 5: Bidding & Construction Administration](#)[Volume 6: Plant Operations & Maintenance](#)[Contract Templates - Construction](#)[Contract Templates - Design and Other Consultants](#)[Resource Directory](#)[Glossary](#)

## RD4.1: Providing Gender Inclusive Facilities

### References

- [Gender Inclusive Facilities in Renovation Projects – Request for Waiver Based on Unreasonable Hardship \(reference template\) \(Attachment A\)](#)
- [Sample Gender Inclusive Signs \(Attachment B\)](#)

In accordance with the University's nondiscrimination policies, these guidelines seek to create an inclusive campus environment for transgender and gender variant people and provide direction on the implementation of gender inclusive facilities in UC-owned buildings. These guidelines affirm that individuals have the right to use facilities that correspond with their gender identity.

These guidelines apply to UC-owned facilities including new construction, existing, and renovated facilities. While these guidelines do not extend to UC-leased facilities at this time, evaluation of the availability of gender inclusive facilities shall occur when beginning or renewing leases, especially when UC leases more than 50% of a building, or for leases 10 years or longer. Privatized projects developed on UC-owned land where the project is to be used for University-related purposes shall comply with the requirements for inclusive facilities.

### 4.1.1 Background

The University of California is strongly committed to creating and sustaining a campus environment that supports and values all members of our community, including visitors. These

**CONVERT EXISTING FACILITIES:** Convert existing single-occupancy or single-stall restrooms in all UC-owned buildings from gender-specific to gender inclusive facilities with privacy and security as noted in the definitions. It is anticipated that conversion will usually be limited to revised signage. Conversions that are accomplished by signage alone shall not be considered renovations. This should be completed by March 1, 2016.

**NEW CONSTRUCTION or RENOVATION:** For UC-owned buildings beginning design, for either new construction or renovation, on or after July 1, 2015, provide at least one gender inclusive restroom on each floor where restrooms are required or provided in a building. Gender inclusive restrooms on each floor shall be accessible consistent with the California Building Code (CBC). "UC-owned" includes buildings designed and/or built by third parties that are to become the property of UC upon completion.

**RESTROOM RENOVATION:** When extensive renovations are made to existing restrooms (when the construction cost for the renovation exceeds 50% of the restroom replacement cost) or when extensive renovations are made to one of more floors on an existing building (more than 50% of the replacement cost of the area being renovated) in buildings that do not already have at least one gender inclusive restroom, the project shall provide a gender inclusive restroom in the same building.

**CHANGING ROOMS:** For new buildings, construct at least one gender inclusive changing room in each location in the building where locker rooms or changing rooms are provided, located within the locker room/changing room facility, so the user need not leave the area to use the changing room. For major renovations, construct at least one gender inclusive private changing room in each location in any building where locker rooms or changing rooms are provided (major renovation is renovation exceeding 50% of replacement cost of the area being renovated) or when the locker room or changing room is renovated.

**SHOWERS:** Construct gender inclusive showers in new buildings in which showers are provided. If the shower or showers are located within a locker room/changing room facility, the gender inclusive shower(s) shall be located so that the user need not leave the area to use the shower. Construct at least one gender inclusive shower in each location in any building where showers are provided when a major renovation occurs (renovation exceeding 50% of replacement cost of the area being renovated) or when the existing showers are renovated. Locate shower within the locker room/changing room facility so that the user need not leave the area to use the shower.

**Attachment A**

**Gender Inclusive Restrooms in Renovation Projects  
REQUEST FOR WAIVER BASED ON UNREASONABLE HARDSHIP**

Input cell
Calculation

**Campus**

**Project**

**Date**

**PROJECT COST**

Construction cost of overall project

Construction cost of inclusive restroom work (new or remodeled single-occupancy restroom or remodeled multi-occupancy restroom)

Percentage of restroom cost/overall project construction cost

\$	<input type="text"/>
\$	<input type="text"/>
	#DIV/0!

**OCCUPANT LOAD & FIXTURE COUNTS**

Occupant load of building

Occupants

MEN		WOMEN	
TOILETS & URINALS	LAVATORIES	TOILETS	LAVATORIES
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

<sup>1,2</sup> **Required** number of separate toilet/urinal fixtures

**Existing** number of separate toilet/urinal fixtures

Number of separate fixtures including new inclusive restroom(s)

Deficit (if any) with new inclusive restrooms and fixtures

**PROXIMITY**

Are there other inclusive restrooms in this building?

If YES, indicate distance to nearest inclusive restroom in building

<sup>3</sup> If NO, indicate location of nearest inclusive restroom

YES or NO		
<input type="text"/>	Travel distance in feet	<input type="text"/>
<input type="text"/>	Travel distance in feet between building entries	<input type="text"/>
		Travel distance--number of floors
		Pedestrian travel time between building entries

**HARDSHIP**

If space will be reassigned from programmatic or other dedicated use to construct the inclusive restroom(s), describe secondary effects of constructing restroom in this location

(Describe)

**INTENT**

If inclusive restroom cannot be provided in this location, describe the proposed alternate solution and how it meets the spirit and intent of the inclusive restrooms guidelines?

(Describe)

**NOTES**

<sup>1</sup> "Separate" refers to California Code of Regulations, Title 24, Part 6--California Plumbing Code, Section 422.2, Separate Facilities: "Separate toilet facilities shall be provided for each sex." See also Table 422.1 of the plumbing code for fixture count requirements.

<sup>2</sup> Include additional code-triggered required separate fixtures that must be added by the work of the new project, if any.

<sup>3</sup> Pedestrian travel time is encouraged to be less than 2 minutes between building entrances to avoid extending break times and provide equivalent facilitation

# Gender Inclusive Restrooms in Renovation Projects

## REQUEST FOR WAIVER BASED ON HARDSHIP

### PROJECT COST

Construction cost of overall project \$ \_\_\_\_\_

Construction cost of inclusive restroom work \$ \_\_\_\_\_  
*(new or remodeled single-occupancy restroom or remodeled multi-occupancy restroom)*

Percentage of restroom work cost to overall project construction cost         #DIV/0!        

### FIXTURE COUNTS

Occupant load of building	_____	occupants	
<b>Required</b> number of separate <sup>1</sup> toilet/urinal fixtures <sup>2</sup>	_____	men	_____ women
<b>Existing</b> number of separate toilet/urinal fixtures	_____	men	_____ women
Number of separate toilet/urinal fixtures with new inclusive restroom(s)	_____	men	_____ women
<b>Required</b> number of separate restroom lavatories	_____	men	_____ women
<b>Existing</b> number of separate restroom lavatories	_____		_____ women
Number of separate lavatories with new inclusive restroom(s)	_____	men	_____ women
Deficit (if any) with new inclusive restrooms: toilet/urinal fixtures	_____ 0	men	_____ 0 women
Deficit (if any) with new inclusive restrooms: lavatories	_____ 0	men	_____ 0 women

### PROXIMITY

Are there other inclusive restrooms in this building? (If so, location and distance)	_____	Y/N	(travel distance in feet)	(travel distance-- number of floors)
If no other inclusive restroom in this building, is there one in close proximity? <sup>3</sup>	_____		(travel distance in feet between bldgs)	(pedestrian travel time in mins between bldgs) <sup>3</sup>

### HARDSHIP

If space will be reassigned from programmatic or other dedicated use to construct the inclusive restroom(s), describe that use and if it can be accommodated in an appropriate location.

(Describe)

---

### INTENT

How does the proposed alternate solution meet the spirit and intent of the inclusive restrooms guidelines?

(Describe)

---

### NOTES

<sup>1</sup> "Separate" refers to California Code of Regulations, Title 24, Part 6--California Plumbing Code, Section 422.2, Separate Facilities: "Separate toilet facilities shall be provided for each sex." See also Table 422.1 of the plumbing code for fixture count requirements.

*2 Include additional code-triggered required separate fixtures that must be added by the work of the new project, if any*

*3 "Close proximity" means the inclusive restroom must be within 2 minutes pedestrian travel time between building entrances.*



Personal Services

- Dining at UCSD
- Courtesy Phone Locations
- Pay Phone Locations
- Single-Occupancy Restrooms
- CHASE Bank
- USE Credit Union
- Passport Application
- Amazon@UCSanDiego Pickup Location

Departments

Facilities Management

See also

Diversity & Disabilities

# Single-Occupancy Restroom Locations

Last Updated: March 29, 2016 9:59:25 AM PDT

Give feedback

Several single-occupancy restrooms are located throughout the UC San Diego campus.

## Restroom Locations

Specific locations of single occupancy restrooms on main campus, SIO and Hillcrest are shown on this [interactive map](#).

## New Signage

The campus is in the process of replacing existing signage on all single-occupancy restrooms, in accordance with the [UC Office of the President's Guidelines on Gender Inclusive Facilities](#).



Many people may experience difficulty, inconvenience or harassment when using gender specific restrooms and facilities. Parents with children of a different gender, as well as caregivers to persons of a different gender, face difficulties in accompanying them.

Guidelines for Gender Inclusive Facilities:

- Seek to create a safe, accessible, respectful and inclusive campus environment for transgender and gender variant people
- Provide direction on the implementation of gender inclusive facilities in UC-owned buildings
- Affirm that individuals have the right to use facilities that correspond with their gender identity

New signage on main campus and SIO is pictured above. Updated ADA signs will be included where applicable. Note: Housing Dining & Hospitality and Medical Center facilities may have different sign designs.

For more information, call Facilities Management Customer Relations, (858) 534-2930, 7 a.m. to 4:30 p.m., weekdays.

Note: This page has a friendly URL that's easy to remember: <http://blink.ucsd.edu/gn/restrooms>

MAPLINK UCS

- Places Marked
- Pay phones
- Single Occupancy Bathrooms
  - Single Occupancy Bathroom - 6th North Laundry
  - Single Occupancy Bathroom - 6th South Laundry
  - Single Occupancy Bathroom - 6th Student Services
  - Single Occupancy Bathroom - Applied Physics and Mathematics Building
  - Single Occupancy Bathroom - Biomedical Library
  - Single Occupancy Bathroom - Biomedical Science Building
  - Single Occupancy Bathroom - Black Hall
  - Single Occupancy Bathroom - Bonner Hall
  - Single Occupancy Bathroom - Brennan Hall
  - Single Occupancy Bathroom - Cafe Ventanas
  - Single Occupancy Bathroom - Campus Services Complex, Building B (Police Department)
  - Single Occupancy Bathroom - Campus Services Complex, Building D
  - Single Occupancy Bathroom - Canyon Vista
  - Single Occupancy Bathroom - Center for Molecular Medicine East (CMME)
  - Single Occupancy Bathroom - Clinical Research Facility
  - Single Occupancy Bathroom - Computer Science and Engineering Building (EBU3B)
  - Single Occupancy Bathroom - Cross Cultural Center (CCC)
  - Single Occupancy Bathroom - Douglas Hall
  - Single Occupancy Bathroom - ERC Laundry
  - Single Occupancy Bathroom - Engineering Building - Unit II
  - Single Occupancy Bathroom - Galbraith Hall

Traffic Bike Routes Link To Map Reset Map

Map Satellite

Google

Map data ©2018 Google Terms of I

# PLINK

- Marked
- Single Occupancy Bathroom - Skaggs School of Pharmacy and Pharmaceutical Sciences
- Single Occupancy Bathroom - Social Sciences Building
- Single Occupancy Bathroom - Stein Clinical Research Building
- Single Occupancy Bathroom - Student Center
- Single Occupancy Bathroom - Student Health and Wellness Center
- Single Occupancy Bathroom - The Bistro
- Single Occupancy Bathroom - The Market in the Village
- Single Occupancy Bathroom - The Village West 2**
- Single Occupancy Bathroom - Thornton Hospital Group, Perlman
- Single Occupancy Bathroom - Thornton Hospital Group, Thornton
- Single Occupancy Bathroom - Thornton Hospital Group, Thornton, Western
- Single Occupancy Bathroom - Tioga Hall
- Single Occupancy Bathroom - UCSD Career Services Center
- Single Occupancy Bathroom - UCSD Natural Sciences Building
- Single Occupancy Bathroom - UCTR 400 (U400)
- Single Occupancy Bathroom - UCTR 401 (U401)
- Single Occupancy Bathroom - University Center 302 (U302)
- Single Occupancy Bathroom - University Center 303 (U303)
- Single Occupancy Bathroom - University Center 409 (U409)
- Single Occupancy Bathroom - University Center 611 (U611)
- Single Occupancy Bathroom - Urey Hall

Traffic | Bike Routes | Link To Map | Reset Map

Map | Satellite

Single Occupancy Bathroom - The Village West 2  
The Village West 2

1st floor: Unisex Toilet by other toilets

Parking | Services | Mark Location

Driving | directions from:

Close Window

North Campus / Rady School

# What is the ADA and how does it apply to my business or facility?

The Americans with Disabilities Act of 1990 (ADA) is a federal civil rights law that prohibits discrimination of individuals with disabilities and requires all facilities used by the public (public accommodations) to be accessible to individuals with disabilities. Since January 26, 1992, all new construction, additions and alterations are required to comply with the ADA standards. The ADA contains no “grandfathering” provisions. The “applicable construction-related accessibility standards” are based on the age of the facility and/or date of renovation(s):

- Facilities Built/Renovated Before January 26, 1992 Places of public accommodation constructed before this date are required to remove barriers if it is “readily achievable to do so” — a CASp can help make this determination.
- Facilities Built/Renovated Between January 26, 1992 and March 14, 2012 Places of public accommodation built during this time are required to be in compliance with the 1991 Americans with Disabilities Act Standards (1991 ADAS).
- Facilities Built/Renovated on or after March 15, 2012 Places of public accommodation and commercial facilities built after this time must be built in compliance with the 2010 Americans with Disabilities Act Standards (2010 ADAS).

In addition, accessible features are required to be maintained at your facility. Failure to come into compliance or maintain compliance leaves you vulnerable to having a discrimination claim filed against you by an individual that is denied access to your business or facility due to physical access barriers.

## Americans with Disabilities Act (ADA) Title II – State and Local Government

Title II covers all activities of State and local governments regardless of the government entity’s size or receipt of Federal funding. Title II requires that State and local governments give people with disabilities an equal opportunity to benefit from all of their programs, services, and activities (e.g. public education, employment, transportation, recreation, health care, social services, courts, voting, and town meetings).

# What is a CASp?

A Certified Access Specialist (CASp) is a professional who has passed an examination and has been certified by the State of California to have specialized knowledge of the applicability of state and federal construction-related accessibility standards. A CASp will know which standards apply to your property based on the age of your facility and its history of improvements. While a licensed design professional, such as an architect or engineer, can provide you an access compliance evaluation of your facility, only a CASp can provide services that offer you “qualified defendant” status in a construction-related accessibility lawsuit.

## What are the “qualified defendant” status benefits?

You can retain the services of a CASp at any time; however, “qualified defendant” status is only provided if you receive an inspection of your existing facility, a report from a CASp, and have a compliance schedule in place before a construction-related accessibility claim is filed. The “qualified defendant” benefits are as follows:

- Reduced statutory damages.
- 90-day stay of court proceeding and an early evaluation conference. Additionally, an inspection by a CASp and following the schedule of improvements demonstrates the intent to be in compliance.

## What is "equivalent facilitation"?

"Equivalent facilitation" is an alternate means of complying with the literal requirements of these standards and specifications that provides access in terms of the purpose of these standards and specifications. In determining equivalent facilitation, consideration shall be given to means that provide for the maximum independence of persons with disabilities while presenting the least risk of harm, injury, or other hazard to such persons or others.

**UC SAN DIEGO ADA TITLE II SURVEY AND TRANSITION PLAN  
IN PROGRESS**



City of San Diego  
 Development Services  
 1222 First Ave., MS-401  
 San Diego, CA 92101  
 (619) 446-5000

# Determination of Unreasonable Hardship Exception to Accessibility Requirements

FORM  
**DS-2123**  
 JANUARY 2018

Project Address: \_\_\_\_\_

Project Number: \_\_\_\_\_

ACCESSIBILITY ELEMENTS	DOES ELEMENT COMPLY WITH ACCESSIBILITY REQUIREMENTS? (YES), (NO)	WILL THIS ELEMENT BE MADE ACCESSIBLE? (YES), (NO)	WHAT IS THE COST OF MAKING THIS ELEMENT ACCESSIBLE?	WHAT IS THE AMOUNT WILL SPEND ON MAKING ELEMENT ACCESSIBLE?	WILL THIS ELEMENT COMPLY BY EQUIVALENT FACILITATION? (YES), (NO)
<b>1. Entrance:</b> (Doors, doorways, gates, ramps, etc.)	_____	_____	\$ _____	\$ _____	_____
<b>2. Route to the altered area:</b>					
a. Doors, doorways, gates	_____	_____	\$ _____	\$ _____	_____
b. Corridor	_____	_____	\$ _____	\$ _____	_____
c. Elevator/Platform lift	_____	_____	\$ _____	\$ _____	_____
d. Ramps	_____	_____	\$ _____	\$ _____	_____
e. Stairways	_____	_____	\$ _____	\$ _____	_____
<b>3. Toilet facilities:</b>					
a. Men	_____	_____	\$ _____	\$ _____	_____
b. Women	_____	_____	\$ _____	\$ _____	_____
c. Unisex	_____	_____	\$ _____	\$ _____	_____
<b>4. Telephones</b>	_____	_____	\$ _____	\$ _____	_____
<b>5. Drinking fountains</b>	_____	_____	\$ _____	\$ _____	_____
<b>6. Parking:</b>					
a. Removal of ramp from aisle	_____	_____	\$ _____	\$ _____	_____
b. New curb ramp	_____	_____	\$ _____	\$ _____	_____
c. Re-Striping	_____	_____	\$ _____	\$ _____	_____
d. Detectable warnings	_____	_____	\$ _____	\$ _____	_____
<b>7. Fire alarm system</b>	_____	_____	\$ _____	\$ _____	_____
<b>8. Signs</b>	_____	_____	\$ _____	\$ _____	_____
<b>9. Pedestrian walk</b>	_____	_____	\$ _____	\$ _____	_____
<b>ADDITIONAL BUILDING ELEMENTS (SPECIFY):</b>					
10. _____	_____	_____	\$ _____	\$ _____	_____
11. _____	_____	_____	\$ _____	\$ _____	_____
12. _____	_____	_____	\$ _____	\$ _____	_____

**EQUIVALENT FACILITATION:** For the following elements the cost of compliance with Section 11B-202.4 is an unreasonable hardship. However, accessibility compliance of such elements will be provided by equivalent facilitation as specified below for the cost noted:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Total amount will spend on making the noted elements accessible, **(A)** \$ \_\_\_\_\_

**PRECEDING THREE-YEAR ALTERATIONS:** List project number of all improvements to the proposed area and all areas on the same path of travel with their construction cost for the preceding three years<sup>1</sup>:

\_\_\_\_\_

Total cost of alterations (preceding 3-year period)<sup>1</sup>, **(B)** \$ \_\_\_\_\_

Construction cost of this project,<sup>2,3</sup> **(C)** \$ \_\_\_\_\_

Adjusted construction cost of this project, **(B + C)** \$ \_\_\_\_\_ > ≤

**\$161,298.00 Dollars**  
 Valuation Threshold<sup>4</sup>  
 (YEAR 2018)

Total Cost of Compliance in Percentage of the Adjusted Construction Cost, **[(A) ÷ (B+C)] x 100=** \_\_\_\_\_ percent

I, the undersigned, hereby request that the above referenced project be granted exception from the accessibility requirements of the California Building Code, Chapter 11B, Section 11B-202.4, Exception 8. I certify that the information provided on this application is true and correct.

Name (print): \_\_\_\_\_  Owner  Architect  Design Professional

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**FOR DEPARTMENT USE ONLY**

The adjusted construction cost is less than or equal to the current valuation threshold. **The elements noted on this application shall comply with accessibility requirements of California Building Code Chapter 11B and shown on the approved construction plans. The cost of compliance with Section 11B-202.4 need not exceed 20 percent (20%) of the adjusted construction cost of alterations, structural repairs or addition.**

**REQUEST DENIED.** The adjusted construction cost exceeds the current valuation threshold. **The cost of compliance is determined NOT to be an unreasonable hardship.** The elements noted on this application shall comply with accessibility requirements of California Building Code Chapter 11B and shown on the approved construction plans.

**REQUEST GRANTED.** The adjusted construction cost exceeds the current valuation threshold. **The cost of compliance is determined to be an unreasonable hardship.** Compliance will be provided as noted on this application by equivalent facilitation and full compliance. This finding shall be ratified through appeals process prior to approval of this project. Please submit a copy of the construction plans showing how accessibility of noted elements is provided for appeals process.

Name (print): \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**APPEALS ACTION RATIFICATION RULING**

The Appeals Action Ratification process took place on \_\_\_\_\_  
Specific Date

**APPROVED**

**NOT APPROVED**

[NOTE: The elements noted on this application shall comply with accessibility requirements of California Building Code Chapter 11B and shown on the approved construction plans.]

Name (print): \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Footnotes:**

1. The cost of alterations for the preceding three years include cost of construction of all alterations which did not provide an accessible path of travel to the area of the proposed alteration.
2. For the purpose of this exception, the adjusted construction cost of alterations, structural repairs or additions shall not include the cost of alterations to path of travel elements required to comply with Section 11B-202.4.
3. The cost of making the area of alterations or remodel accessible is not allowed to be excluded.
4. The dollar valuation threshold is valid for the duration of one calendar year only and will be adjusted on the first of January of each year.