



Goldsmiths Students' Union Policy

Goldsmiths Students' Union Student Assembly

Motion proposed by Joe Killin

Motion seconded by Howard Littler

Motion Title:

GSU Bathroom Policy

Union Notes

1. In October 2012, GSU opened its Gender Neutral Bathroom on the ground floor of the Students' Union building.
2. GSU Student Assembly passed a Safe Space Policy¹
3. GSU Student Assembly passed policy to take a stronger stance against transphobia on campus².
4. Union Resolves of GSU's *Stance on Transphobia* policy includes the "To construct a comprehensive bathroom policy that ensures harassment of trans* individuals is unacceptable."
5. Trans* and gender variant people are far more likely to avoid using bathroom facilities if they feel unsafe. This can result in individuals avoiding using gendered

¹ <https://www.dropbox.com/s/6qvz3w6so7tulcf/Safe%20Space%20Policy.pdf>

² <https://www.dropbox.com/s/ilfs4yqmt6jr5k/Stance%20on%20Transphobia.pdf>

facilities entirely which can lead to serious health complaints³.

Union Believes

1. That a Bathroom Policy will add to the aforementioned policies to further the protection of our students and staff in the Students' Union building.
2. A Bathroom Policy will further GSU's dedication to equality and providing a non-discriminatory space.
3. Having a Bathroom Policy in place will reassure trans*, gender variant, gender non-conforming and gender non-normative students, staff and guests that their safety, well-being, and health is paramount.
4. While a handful of Universities in America⁴ have bathroom policies stating students and staff may use the gendered bathrooms of the gender the individual identifies with, this policy has not been adopted by any other university in the UK with the exception of King's College London.⁵
5. As an organisation, Goldsmiths Students' Union aims to go above and beyond obligations laid out in the Equalities Act 2010⁶ but to champion and lead on progressive social change.

³ <http://srjp.org/>

⁴ University of Arizona: http://equity.arizona.edu/restroom_access

⁴ University of Arkansas-Fort Smith: <http://www.hrc.org/blog/entry/student-successfully-changes-transgender-policy-at-university-of-arkansas-f/>

⁵ <http://www.kingslgbt.co.uk/trans/>

⁶ <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Union Resolves

To adopt the following notes into union policy:

All students, staff and guests have the right to use a gendered bathroom that matches the gender they identify with, should they choose to, free from harassment.

Gender identity is based on self-identification and not defined by biology, genitalia or sexuality.

Self-identification is not based on how “well” someone does or does not pass⁷ for the gender they identify as. Access to gendered bathrooms is therefore based solely on how the individual identifies their gender and not on how well someone passes, or how legible they are as gender non-conforming/gender non-normative.

Students and staff whose gender identities do not match their gender assigned at birth should not be pressured into any facility they do not wish to use. This includes being pressured to use the bathroom that corresponds to the gender they were assigned at birth, disabled/accessible toilets, or gender neutral bathrooms.

Anyone accused of harassment of students, staff or guests will be considered as having breached Goldsmiths Students’ Union’s Safe Space Policy and will be subjected to the same disciplinary procedures.

⁷ Passing refers to one’s ability to be recognised as the gender they identify as by other members of society, regardless the gender they were assigned at birth.