**‘For Everyone’ Washrooms- Purpose/Reason for Policy:**

All Theatre Passe Muraille washrooms are designated “For Everyone” and are labeled with pictures of the various types of washroom facilities available in each washroom (i.e. urinals, accessible stalls, and standard stalls).

Gender specific washrooms that are designated for use by a single gender only, fail to accommodate gender variant audiences, artists, and staff of Theatre Passe Muraille. Both the Ontario Human Rights Commission policy and human rights decisions are clear that people in the process of transitioning have a right to use the facilities designed for members of their felt gender; gender specific washrooms can result in instances of harassment and violence towards those perceived by others as not being of the specified gender. Without the existence of gender-neutral facilities, these individuals have no choice but to use gender specific washrooms – an experience that can be uncomfortable, embarrassing, hurtful, frightening, and dangerous. Further, gender specific facilities reflect a gender binary with which many individuals may not identify. The policy proposed here advocates for the availability of choices; individuals should have the option of using a washroom that does not require identifying as a specific gender.

The lack of gender-neutral washrooms at Theatre Passe Muraille was an accessibility issue. This document recognizes that the Theatre must accommodate individuals who are members of particular groups. All members of the TPM’s community should be able to access facilities such as washrooms in safety and without affronts to their dignity. This is a matter of both safety and dignity for many. This policy aims to support gender variant audience members, artists, and staff at TPM with gender-neutral washrooms. These washrooms would also present an opportunity to accommodate a number of other groups. Gender-neutral facilities would assist parents of a different gender than their children, as well as situations in which persons with disabilities who require assistance are differently gendered from their attendants/caregivers. In adopting this policy, TPM will be joining a number of other Canadian theatres in demonstrating a respect for the needs of gender-variant people.