

Redesignation of Women's and Men's Toilets to All-Gender-Restrooms – Criteria and Process

At Goethe University, everyone should be able to use restrooms without distress or fear. Therefore, in 2023 some women's and men's toilets have been reassigned in central buildings with extensive use on the campuses at Westend and Riedberg, without undermining the density of men's and women's restrooms required by law.

In the long run, all-gender toilets shall be installed at all university locations and central buildings by reassigning men's and women's toilets. The aim is to provide gender-neutral toilets within easy reach for all trans*, inter* and non-binary students and staff. Thereby, Goethe University is contributing to a less discriminatory university life for all.

1. Distribution and Location of the All-Gender-Restrooms

The following criteria for the selection of restrooms and their location(s) should be considered when implementing all-gender restrooms:

- Women's and men's toilets remain in the large majority and – in accordance with legal requirements – are accessible in close proximity.
- Depending on the extensive use or need, more all-gender-restrooms can be installed in larger buildings.
- In buildings with extensive use, at least one all-gender-toilet shall be installed.
- Women's and men's toilets will be reassigned to all-gender-toilets in the same number.
- Wheelchair-accessible restrooms are exempt from the redesignation; they are already all-gender restrooms for a limited target group.

2. Facilities of an all-gender-toilet

The (ideal) basic model of an all-gender toilet has the following features :

- Individual toilet cubicles with toilet bowls and lockable from the inside
- Floor-to-ceiling partitions or at least two-meter-high partitions between the individual toilet cubicles
- If urinals, they should be separate from the individual cubicles and the common anteroom
- Washbasin
- Sanitary bins
- Diaper changing facilities, if applicable

3. Terminology and Labeling

At Goethe University, the term "All-Gender Restroom" is used for the signage of gender-neutral restrooms. Additionally, the signage uses pictograms and naming to indicate whether the restroom facility is equipped with sit-down toilets and/or urinals.

The Process of the Redesignation of all-gender toilets

As dean, institute director or head of a Goethe University institution with the task of implementing house rules, you can contact the Equal Opportunities Office if you wish to reassign all-gender restrooms. To do so, please proceed as follows:

- Select the restroom facilities in your institute or organisation according to the above criteria.
- Please inform the neighboring institutes or organisations using the selected restroom(s) you wish to reassign to all-gender restrooms and clarify any inconsistencies.
- Afterwards, contact Dr. Thuy Loan Nguyen of Goethe University's Equal Opportunities Office at ThuyL.Nguyen@em.uni-frankfurt.de, indicating how many and which restrooms you plan to reassign. Please include the following information:
 - Campus Location
 - Name of the building
 - Floor(s) on which the proposed restroom facility is located
 - Room number(s) of the restroom facility
 - Number of sit-down toilets and urinals in the respective restroom facility
 - Name of the institute/organisation and name(s) of adjacent institute(s)/organisation(s) near the restroom facilities you have selected
- The Equal Opportunities Office will check the selected restroom facilities based on the above criteria and will suggest changes if necessary.
- If the selected restroom facilities are suitable, the Equal Opportunities Office will contact the Real Estate Management for reassigning.
- The Real Estate Management will then reassign the designated restroom facilities or change the signage. As soon as the redesignation is completed, we will inform you.