



Department Administrative Policy and Procedure

Subject: Use of University Restrooms and Changing and Sleeping Areas

Number: UW DAP 6-11.2

I. PURPOSE

The purpose of this policy is to provide requirements regarding use of University restrooms, sleeping quarters, and changing areas pursuant to Wyoming Statute 9-25-103.

II. DEFINITIONS

- A. **Changing Area:** An area in a public facility in which a person may be in a state of undress in the presence of others, including a changing room, locker room or shower room.
- B. **Female:** A person who has, had, will have or would have had, but for a congenital anomaly or intentional or unintentional disruption, the reproductive system that at some point produces, transports and utilizes eggs for fertilization.
- C. **Male:** A person who has, had, will have or would have had, but for a congenital anomaly or intentional or unintentional disruption, the reproductive system that at some point produces, transports and utilizes sperm for fertilization.
- D. **Restroom:** A room or facility that includes one (1) or more toilets or urinals.
- E. **Sex:** A person's biological sex, either male or female.
- F. **Sleeping Quarters:** An area with at least one (1) bed or cot and in which more than one (1) person is housed overnight.

III. POLICY

It is the policy of the University that, outside of the exceptions listed in this policy, each multi-occupancy restroom, changing area, or sleeping quarters shall be used exclusively by the sex for which they are designated.

IV. RESTROOMS

University multi-occupancy restrooms will be designated for use exclusively for males or exclusively for females. Restrooms designated for one (1) sex shall be used only by members of that sex. Single-occupancy restrooms may be used by either sex. Restrooms will be clearly marked with signs posted by University Operations indicating single-occupancy restrooms or sex-designated multi-occupancy restrooms.

V. CHANGING AREAS

University multi-occupancy changing areas will be designated for use exclusively for males or exclusively for females. Individuals who are entering a changing area within the University designated for one (1) sex shall not enter the area unless the individual is a member of that sex. In any other setting when an individual may be in a state of undress in the presence of others, the University will provide separate, private changing areas designated for use by persons based on their sex. No individuals shall enter these changing areas unless that person is a member of the designated sex.

VI. HOUSING AND SLEEPING QUARTERS

University multi-occupancy housing offered to students will provide students the option to be housed only with persons of the same sex. Students who opt to be housed only with persons of the same biological sex will be provided sleeping quarters designated for use exclusively for males or exclusively for females.

VII. EXCEPTIONS

The prohibitions in this section shall not apply to:

- A.** Spaces that the University uses as a private residence, reservable commercial lodging, or those not owned by the University, such as sororities or fraternities privately owned but located within or adjacent to the University campus;
- B.** Single occupancy changing areas, restrooms, or sleeping quarters that are conspicuously designated for unisex or family use;
- C.** Changing areas, restrooms, or sleeping quarters that have been temporarily designated for use by that person's sex;
- D.** A person of one (1) sex who uses a single sex changing area or restroom designated for the opposite sex, if that single sex changing area or restroom is the only facility reasonably available at the time of the person's use of the

changing area or restroom and no members of the opposite sex are present in the changing area or restroom at that time;

- E.** A person employed to clean, maintain or inspect a changing area, restroom or sleeping quarters when the changing area, restroom, or sleeping quarters is not occupied;
- F.** A person who enters a changing area, restroom, or sleeping quarters to render medical assistance or caregiving assistance;
- G.** A person who is in need of assistance and, for the purposes of receiving that assistance, is accompanied by a family member, legal guardian or the person's designee who is a member of the designated sex for the single-sex changing area, restroom, or sleeping quarters;
- H.** Any time during an ongoing natural disaster or emergency or when necessary to prevent a serious threat to public health or student safety;
- I.** A school official or employee who enters the changing area, restroom, or sleeping quarters while in the performance of the official's or employee's official duties and who takes reasonable steps to ensure that no person in the room is in a state of undress;
- J.** A coach and members of an athletic team or activity that includes members of both the male and female sexes present in a changing area or restroom during an athletic activity, in accordance with all of the following:
 - 1.** Another suitable changing area or restroom is not available;
 - 2.** The coach is the coach of an athletic activity or team with members of both the male and female sexes;
 - 3.** All persons in the changing area or restroom are fully clothed;
 - 4.** If available, the coach shall be accompanied by not less than one (1) additional adult at all times in the changing area or restroom, provided that an additional adult shall not be required if members of the activity or team of both sexes are present in the changing area or restroom.
- K.** Temporary visitors of the opposite sex who are invited into a sleeping quarter by its occupant.

VIII. UNIVERSITY SPONSORED EVENTS AND REASONABLE ACCOMMODATIONS

The University will provide reasonable accommodations to any person who is unwilling or unable for any reason to use a changing area or restroom designated for the person's sex and located within the University, or multi-occupancy sleeping quarters while attending an activity sponsored by the University, and who makes a written request to the University for the reasonable accommodation. However, reasonable accommodations will not include access to a University changing area, restroom, or sleeping quarters that is designated for use by members of the opposite sex while persons of the opposite sex are present or could be present.

IX. REPORTING CONCERNS

If any individual encounters a person of the opposite sex while using a University restroom, changing area, or sleeping quarters exclusively designated for the person's sex, the individual should report their concern to UWPD.

Responsible Division/Unit: UW Operations

Source: W.S. 9-25-101 et. seq.

Links: <http://www.uwyo.edu/regs-policies>

Associated Regulations, Policies, and Forms: None

Approved: 6/25/2025