



CITY OF BOSTON

IN THE YEAR TWO THOUSAND TWENTY FIVE

ORDER FOR A HEARING REGARDING GENDER-NEUTRAL BATHROOMS IN CITY-OWNED BUILDINGS

WHEREAS, Transgender, nonbinary, gender-nonconforming, and gender-expansive individuals face a wide range of discrimination as well as escalating physical and legislative attacks across the country, with at least 32 trans individuals murdered in the U.S. in 2024, of which 56% were Black trans women, and 78% were trans people of color; and over 672 anti-trans bills filed in U.S. state legislatures in 2024, more than any other year on record, and the fifth consecutive record-breaking year for anti-trans bills considered in the U.S.; *and*

WHEREAS, Access to restroom facilities is one of the most basic public accommodations, yet it is a notable mental burden for transgender as well as intersex individuals, even in comparatively safer locations like Boston, due to inconsistent and unreliable access to gender-neutral facilities, and pervasive instances of harassment, discrimination, and physical and sexual violence against transgender and gender-nonconforming people, including when using gendered bathrooms; *and*

WHEREAS, As further evidence of this omnipresent concern and its mental health impacts, 91% of transgender and nonbinary youth said that they have worried about transgender people being denied access to bathrooms due to state or local laws, per the Trevor Project 2022 National Survey on LGBTQ Youth Mental Health; *and*

WHEREAS, Gender-neutral bathrooms are of benefit to cisgender and endosex individuals as well, as for instance in cases of parents or guardians with children of a different gender; for people with disabilities or others who have a personal attendant of a different gender; and in situations where one bathroom is occupied and another is unoccupied, which could be utilized to reduce unnecessary waiting times; *and*

WHEREAS, Despite the City of Boston's intentions to create supportive and accommodating public spaces for all residents, workers, and visitors, many City-owned buildings continue to have limited gender-neutral bathroom facilities, including City Hall, Faneuil Hall, the Civic Pavilion, and many Boston Public Libraries, Schools, and Community Centers; *and*

WHEREAS, There are many and growing opportunities to remedy this shortcoming, including simply by updating signage, aided in part by updates to the Massachusetts Uniform State Plumbing Code (248 CMR 10.00) adopted by the Massachusetts Plumbing Board on December 8, 2023, which better allow for the creation of gender-neutral bathrooms in both new and existing buildings; *and*

WHEREAS, Boston Public School (BPS) and Massachusetts Department of Elementary and Secondary Education (DESE) policies already specify that transgender and gender-nonconforming students should be given access to the bathroom or locker room facilities they are most comfortable with, and encourage designating one or more restrooms for all genders. Many BPS schools currently have bathrooms in desperate need of repair or replacement, and the district is currently undertaking a multi-year construction plan at dozens of schools, making this an opportune time to ensure the bathroom and locker room facilities meet the needs of all students, staff, and teachers. ***NOW, THEREFORE BE IT***

ORDERED: That the appropriate committee of the Boston City Council holds a hearing regarding gender-neutral bathrooms in City-owned buildings. Representatives from the Property Management Department, Boston Public Library (BPL), Boston Centers for Youth and Families (BCYF), Boston Public Schools (BPS), Mayor's Office of LGBTQIA2S+ Advancement, and community organizations and advocates will be invited, and members of the public are encouraged to attend and testify.

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