

AP 6606 All-Inclusive Locker Room, Changing, and Shower Facilities

- 1.0 The North Orange County Community College District is committed to providing an inclusive, supportive, and non-discriminatory learning and working environment for all, ensuring that every student and employee has equal access to the District's educational programs, services, and activities. All District and campus planning shall prioritize accessible, equitable, inclusive, and safe facilities for all students and employees.
- 2.0 The following guidelines have been established to create consistency and reliability for students and employees regarding the availability of all-inclusive locker room, changing, and shower facilities. These guidelines exist to affirm students and employees' identities and physical needs.
- 3.0 The District recognizes that inclusive locker room, changing, and shower facilities are designed to be accessible and comfortable for everyone. These facilities shall offer a private, safe, and inclusive space for all users, including but not limited to those with housing insecurity, gender diversity, disabilities, and a need for caregivers. All users shall be offered the same level of privacy and access to lockers, toilets, showers, sinks, and changing facilities.
- 4.0 The District shall make every effort to ensure that the existing locker room, changing, and shower facilities as inclusive as possible. Every locker room, changing, and shower facility shall be equally well-equipped to meet the diverse needs of all students, employees, and visitors, regardless of gender identity, accessibility, mobility, or additional individual needs. Inclusive locker room, changing, and shower facilities shall include private showers, private toilet stalls, with a private sink area, that have shared locker space. Efforts shall be made to update existing locker room, changing, and shower facilities to include multiple private showers, private changing areas, and gender-inclusive signage consistent with current best practices. Any final recommendations for all-inclusive signage, design, and amenities should include DSS and LGBTQ+ liaisons at each campus to ensure continuity, inclusivity, and representation across the District.
- 5.0 All future locker room, changing, and shower construction and/or major renovations shall include the development of a universal, all-gender locker room with completely private changing rooms, showers, and toilets, that can be used by all students, employees and visitors, regardless of who they are or how they may identify, in addition to existing, gender-specific locker room facilities. These all-inclusive universal locker room facilities must exist in safe, secure, and accessible locations, consistent with other gendered facilities.

See Board Policy 6600, Capital Construction; AP 6605, All-Inclusive Restrooms; AP 7120-13, Employee Records: Gender Identity, Gender Expression, and Chosen Name; and AP 5041, Student Records: Gender and Chosen Name.

Date of Adoption: May 18, 2026, District Consultation Council