**Provision of gender-neutral toilets across campus**

Accessible toilets are essential for quality of life at work.

The EDI survey implemented by the Cardiff Branch at the start of the 2022/2023 academic year has highlighted perceptions of systemic transphobia across the university, pointing to harassment, bullying, exclusion and lack of support and opportunities for trans and non-binary workers.

Trans and non-binary staff who answered the survey referred to lack of support for trans people, specifically poor or no provision of gender-neutral toilets at the different campus, lack of respect for preferred pronouns, and transition support being dependent on them having started the transition while working at Cardiff University (as opposed to having started previously to joining the University). One respondent expressed very strong views of feeling discriminated against, mentioning differences in pay, lack of opportunity, and bullying.

The Cardiff University community is supportive of trans rights and welcomes the idea of gender-neutral toilets being accessible at all campus alongside non-gender-neutral toilets. While we are aware this is the case at many buildings, schools and other units, it is not universally implemented across the University.

The Cardiff University community and its trans and non-binary members (staff, students) will appreciate the provision of:

* Accessible and well signed gender-neutral toilets at all campus and buildings within the University
* That all these toilets include free environmentally friendly sanitary items
* That all accessible toilets are signalled with a gender-neutral sign in addition to the disability one (or ‘toilet for all’), so that support for the different (sometimes intersecting) communities is made explicit
* Update signage in all toilets to ensure it is inclusive (e.g., avoid using ‘male’, ‘female’, ‘maternity’, etc.)