

## RESTROOM AND LOCKER ROOMS POLICY

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### Objective:

The Boys & Girls Clubs of the Midlands is committed to providing a safe environment and enforces the following restroom and locker room policies for members, staff, volunteers, and other adults.

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### Policy:

Restrooms and locker rooms shall be regularly monitored by designated staff at a scheduled interval by Club leadership. Monitoring includes routine site checks, walkthroughs, and inspections. No audio or video recording device use is allowed in restrooms and locker rooms, including cellphones.

- Locker Rooms: Before youth members enter the locker room, staff should complete a sweep of the facility to ensure no unauthorized adults or youth are inside. Staff should position themselves outside the locker room changing area near the door in order to be visible and within listening range without infringing on members' privacy. Exterior locker room doors should remain open when in use by youth, as long as this does not violate the privacy of those inside.
- Single Stall Restrooms: Single stall restrooms shall only be used by one person at a time, and the exterior door will be shut and locked to alert others that they must wait to enter.
- Adult Restroom Usage: When possible, adults and members shall not utilize restroom facilities at the same time. Adults will only utilize the restroom when no youth are in the restroom, and youth will only use the restroom when no adults are in the restroom.
- Adult Only Restroom Available: Clubs that have designated restrooms for members, and a separate restroom designated for adults shall not allow adults to utilize the member restrooms. The member restroom facilities are for youth only.
- Gender Nonconforming Restroom Usage: Boys & Girls Clubs of the Midlands is committed to

providing a safe environment by allowing every youth, staff, volunteer and other adult to utilize the restroom facilities consistent with their gender identity. The Club Unit Director will meet with gender nonconforming parties to discuss their preference and the Club facilities available and confirm that the person is comfortable with the restroom plan. The person may opt for an increased level of privacy in the restroom by shutting the exterior door to the restroom and using an occupied sign outside of the door to alert others that they must wait to enter.

- Field Trip Restroom Usage: Boys & Girls Clubs of the Midlands is committed to providing a safe environment and enforces the following restroom policy for members, staff, volunteers, and other adults while on a field trip and/or utilizing a shared space, including public access to restrooms used by Club members.
  - Multi-stall Restrooms: On a field trip or public restroom, youth shall never enter a restroom alone, unless it is a single stall restroom that is empty. Youth shall follow the "rule of three" in using public restrooms, with at least 2 youth and an adult walking to the restrooms, or at least 3 youth entering a multi-stall facility together.
  - When they can, staff/volunteers will monitor and clear public restrooms before use by members, to ensure that the facility is free of adults, and clear of youth not with the Club program, before allowing youth to use the facilities. Alternatively, staff members will stand in the restroom doorway and/or hold the door at least partially open, when supervising member's use of public restrooms. Staff may position themselves inside the restroom near the sinks if positioning at the door is not feasible or deemed ineffective.

<b>DEPARTMENT:</b>	Human Resources	<b>POLICY TITLE:</b>	<b>Restroom and locker rooms policy</b>
<b>EFFECTIVE DATE:</b>	01/2024	<b>APPROVAL DATE:</b>	01/2024
<b>APPROVED BY:</b>	Executive Committee	<b>REVISION DATE:</b>	10/10/2025