

Addressing the Klotsche Locker Room Policy Draft *Identifying Problems and Discussing Possible Solutions*

Issue 1: Conflation of “assigned Sex” and “legal sex.”

Found in Section 1(a) Draft Policy. Inaccurate use of the phrase “assigned sex.”

Possible solution: Change “assigned sex” to “legal sex.”

Issue 2: The exclusive use of binary identities when asking gender identification.

Found in UREC Membership & Program Agreement. Erases non-binary trans identities. Some individuals don’t identify as male or female and some identify as both. Gender identification is being asked in order to determine which binary-gendered locker room an individual will be using.

Possible Solution 1: Expand box selection to include non-binary identities.

Possible Solution 2: Expand box selection and include another question specifying which facilities the individual wishes to use.

Issue 3: The discrimination against transgender/ intersex/ gender-nonconforming individuals that would require only these individuals to cover their bodies in gendered locker rooms that don’t match their sex assigned at birth.

Found in Sections 3 and 4 Draft Policy. These sections of the policy specifically single out and “other” the bodies of transgender/intersex/ gender-nonconforming individuals. This part of the policy is discriminatory and may be seen by some as a Title IX violation.

Possible Solution 1: Strike these two sections from the draft policy and treat every individual equally regardless of body.

Possible Solution 2: Change the policy to say that no person- cisgender, transgender, intersex, or dyadic- is allowed to be naked in the Klotsche locker rooms.

Possible Solution 3: Update Klotsche’s facilities to include private changing rooms and private shower stalls.

Issue 4: The presence of an anti-harassment section in an inclusive policy.

Found in Section 6 Draft Policy. The presence of an anti-harassment section in an inclusive policy sends the message people are afraid of transgender/ intersex/ gender-nonconforming individuals harassing people in locker rooms. UW-Milwaukee has a harassment policy and there is signage in Klotsche and it doesn’t need repeating in this inclusive policy.

Possible Solution: Strike this section from Draft Policy.