

University Recreation Inclusive Locker Room Policy

UWM and its Department of University Recreation (UREC) are committed to providing inviting, safe, and welcoming spaces to students, staff, and visitors who identify as transgender and/or gender non-conforming. Consistent with this commitment, UREC grants access to locker room facilities based on gender identity¹ in addition to assigned sex, subject to the conditions below.

1. All individuals utilizing UREC locker rooms may use and rent lockers in the locker room that aligns with either their assigned sex or their gender identity.
 - a) “Assigned sex,” for purposes of this policy, refers to the sex indicated on the user’s government-issued identification.
 - b) “Gender Identity,” for purposes of this policy, refers to:
 1. The preferred gender identified in PAWS if the user is a student.
 2. The gender attested in the individual’s UREC Membership & Program Registration Agreement if the user is a non-student.
2. A family locker room that is gender neutral is available to all Klotsche Center users (KC 131B).
3. Individuals possessing female genitalia or breasts² who wish to use the designated men’s locker room (KC 113) must ensure that their female genitalia and breasts are not visible to other users of the men’s locker room.
4. Individuals possessing male genitalia³ who wish to use the designated women’s locker room (KC 119) must ensure that their male genitalia are not visible to other users of the women’s locker room.
5. Individuals who do not adhere to this policy may be subject to the following actions:
 - a) Request to cover their male genitalia and female genitalia and/or breasts.
 - b) Removal from locker room.
 - c) Suspended, limited, or terminated access to UREC facilities.
 - d) If a UWM student, referral to the Office of the Dean of Students for possible disciplinary action.
6. Any individual who engages in harassing behavior while using locker rooms may be subject to, based on the nature of the offense, the UWM disciplinary process, removal, limitation, or termination of UREC facility access, and/or police action, if warranted based on the circumstances. Patrons may register concerns at the UREC Information Center at the Klotsche Center & Pavilion, via the Dean of Students report site: www.uwm.edu/reportit, or by contacting the Office of Equity/Diversity Services. In the event of an emergency, patrons should contact the UWM police and/or UREC staff immediately.

¹ “Gender identity” refers to the gender self-identified by the individual.

² For purposes of this policy, “female genitalia” is defined as vulva, labia, vagina, and pubic mound.

³ For purposes of this policy, “male genitalia” is defined as penis, scrotum, and testicles.