

All-Gender Facilities Resource

Victoria University has a number of all gender facilities available to staff and students across university campus. All staff and students are supported to use facilities which allow them to feel comfortable. This resource provides a list of facilities and context as to why all gender facilities are vital to promoting a safe and inclusive university.

All gender facilities available on each campus

Campus	Building	Floor	Room Id	Toilets	Urinals	Shower
City	225 King Street	2	K2013	2	No	No
City	301 Flinders Lane	GL	FLG20	3	No	No
City	295 Queen Street	BL	ROBL15	2	No	No
Footscray Nicholson	Building N	1	T126	4	No	2
Footscray Park	Building M	GL	M025	2	Yes (open urinals)	No
Footscray Park	Building M	GL	M027	6	No	No
St Albans	Building 4	1	4N117A	2	No	4
Sunshine	Building A	1	A125	1	No	No
Sunshine	Building C	1	C115 C115a	8	No	No
Werribee	Building 1 (west campus)	1	1B129	8	No	No

- To ensure that Victoria University is a safe, inclusive and welcoming space for all people, students and staff, appropriate facilities are provided for everyone.
- All staff, students and visitors have the right to use toilets and other facilities appropriate to them.
- All gender facilities help make gender diverse and intersex people feel safer in public spaces.
- All gender facilities *are* safer for gender diverse and intersex people.
- All gender facilities help to promote positive gender affirmation for transgender and non-binary people.
- Using facilities that are gendered can cause stress and have negative psychological and physical effects on gender diverse and intersex people.
- All gender facilities extend the number of queer safe spaces on campus.

- All gender facilities also benefit parents and guardians accompanying children and people requiring the assistance of a carer, regardless of gender.
- Asking a person to use a bathroom that is not aligned to their current gender identity or denying them access to bathrooms is gender-based discrimination and in violation of the Sex Discrimination Act 1984.

Appropriate Terminology List and Definitions

All gender facilities are toilets, showers, or other amenities which do not have gendered signage and can be used by a person of any gender or gender identity.

Gender diverse an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans, transgender, genderqueer, non-binary, gender non-conforming and many more.

Transgender is a general term used to describe a person whose gender identity is different to the sex they were assigned at birth. Being transgender is about how an individual describes their own gender. It is about a history and not necessarily about their biological characteristics

Agender people find that they have no gender identity, although some define this more as having a gender identity that is neutral.

Non-binary people is a term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female/male binary are often called non-binary. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else.

Gender non-conforming is a term to describe people who have a gender expression that does not conform to traditional gender norms. For example, exhibiting behavioral, cultural, or psychological traits that do not correspond with the traits typically associated with one's sex.

Intersex is a protected attribute under the Act. Under the Act 'intersex status' means the status of having physical, hormonal or genetic features that are:

- neither wholly female nor wholly male
- a combination of female and male, or
- neither female nor male

The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person with an intersex variation may identify as a man, woman, neither or both.
