

Supplementary question responses by Elster Cook and Rory Gillard for the Trans Justice Project and Sydney Bi+ Network

We thank the Committee for their supplementary questions and have included our responses below. As a content note, we discuss racialised and gendered violence, in addition to suicide, as it relates to bathroom experiences.

(1) Could you share what it's like for members of your community to use public toilets in NSW?

Many of the community experiences we share below were provided by people involved with our networks, after we provided a callout for these experiences to our networks. Please also refer to pages 2-4 of our written submission, where we include further trans and gender diverse community experiences regarding bathroom usage.

Avoiding going to the toilet

A young, transmasculine non-binary adult shared their experience of bathroom avoidance when no all gender toilet was available:

"I do my best to never have to use public bathrooms, I don't drink lots of water in the morning and would rather be uncomfortable and hold it than use a public bathroom, because **9 times out of 10 it's a bad experience.** Men's bathrooms feel super unsafe, and it is a very anxiety-provoking experience, even when the bathroom is empty. I don't want to use women's bathrooms because I don't want to make anyone feel uncomfortable, not to mention the judgement that I get when I do. I'm just starting to pass as male, but it's not consistent and **I'm never sure if I look male enough to be safe in a men's bathroom, or female enough to be in the women's.** I don't want to use ambulant or family bathrooms, because I am neither and don't want to cause problems for others. I would love for there to be gender neutral bathrooms, because **I'm sick of having to choose between my safety and hydration**".

Gendered toilets stymieing gender affirmation

Some trans and gender diverse people in NSW expressed that being forced to use gendered toilets stood in contradiction to their attempts to affirm their gender. For example, in a report collating qualitative research on the experiences of trans and gender diverse youth in NSW public schools by the NSW Office of the Advocate for Children and Young People (ACYP), it was stated: "some noted they did not feel safe to use the boys' toilets for fear of harassment ... However, if they were to use the girls' toilets, they were worried their peers would take this as

a reversal of their stated gender”.¹ Trans Justice Project volunteer Ambly, a non-binary person who prefers using gender neutral bathrooms, shared a similar experience:

“I don't feel comfortable using the men's bathroom because I don't want people to see and know I use it as that might suggest to them that I am comfortable being seen as a man, or at least normalise my presence in men's spaces like it's not a big deal. Also, some men use the space in ways which make me feel dysphoric just being part of it - talking very "manly", not washing hands, etc. Just a lot of small actions I don't want associated with me... of the different types of dysphoria I experience “social dysphoria” the strongest - being concerned about the way others perceive your personhood based on your appearance and actions”.

As can be seen, being forced to use gendered toilets can be uncomfortable and stressful for some in trans and gender diverse communities, as it is perceived to be a reversal of the gender they seek to affirm.

Unnecessary wait times

In the report collating research on the experiences of trans and gender diverse youth in NSW public schools by the NSW Office of the Advocate for Children and Young People (ACYP), it was relayed: “While some [students] noted they used the bathroom they identified with, they felt the need to do so secretly — avoiding other students...” This can notably force students to wait until the toilets empty before using them, which takes time away from their schooling.

Experiences of physical violence

In doctoral research by Trans Justice Project and Sydney Bi+ Network volunteer Rory Gillard on LGBTQ+ community experiences in the NSW workplace context, physical assault faced by trans and gender diverse people in gendered bathrooms was documented. Tom² (they/he), a Brotherboy³ and student at a university in NSW who was interviewed as part of this research shared:

¹ Office of the Advocate for Children and Young People, “The Voices of LGBTQIA+ Young People in NSW” (Report, Office of the Advocate for Children and Young People, Strawberry Hills, 2022), <https://www.acyp.nsw.gov.au/lgbtqiareport>

² Pseudonyms were used for research participants with their consent to preserve their anonymity.

³ Brotherboy- in addition to the word Sistergirl- are terms, “used to describe trans and gender diverse people in some Aboriginal or Torres Strait Islander communities” in Australia- Moon, Hayden. “Brotherboys and Sistergirls: We Need to Decolonise our Attitude Towards Gender in this Country.” *Junkee*, July 20, 2020. <https://archive.junkee.com/brotherboy-sistergirl-decolonise-gender/262222>

‘I was spat on in the men’s bathroom by a cis⁴ man, because he didn’t think that I deserved to be there, or that I belonged there...I was also shoved in the men’s bathroom...a friend of mine was blocked from exiting the bathroom by a cis man, because he was like, “oh, there’s a girl in the bathroom” and refused to let my friend leave.’⁵

Tom’s description of being spat on speaks to his denial of bodily integrity and the lack of safety that is afforded to him within the basic, daily necessity of going to the toilet. Tom’s experience of unsafety within bathrooms was not an isolated- in the quotation, they relayed how their friend also experienced it at the university.

Negative mental health impacts for trans and gender diverse people

Suicidal ideation and attempts

As raised in our written submission and that of the Matilda Centre at the University of Sydney, a lack of inclusive bathroom access has been linked to suicidal ideation and suicide attempts by trans and gender diverse communities.⁶ A tragic and preventable example of this hit global media in 2024, when Nex Benedict (they/he), a 16-year-old Indigenous, non-binary student, committed suicide the day after experiencing verbal harassment and a physical assault in the girls' toilets at their school in the US.⁷ Benedict's mother and friends said Benedict was bullied by classmates about his gender identity for more than a year before his death. The connections between gendered toilets and suicide and suicidal ideation are particularly concerning, given that there is already a high prevalence of suicide attempts in trans and gender diverse communities in Australia. For instance, a 2016 study on trans young people reported 48.1% of participants had attempted suicide.⁸

⁴ ‘Cis’ is a shortened form of ‘cisgender’, which refers to people whose gender aligns with what was assigned to them at birth.

⁵ Gillard, Rory H. “The Limits and Contexts of LGBTQ+ Inclusion Efforts at Work.” PhD thesis, The University of Sydney, 2024, 173.

⁶ Jody Herman 2013, “Gendered Restrooms and Minority Stress: The Public Regulation of Gender and its Impact on Transgender People’s Lives,” *Journal of Public Management & Social Policy* 19, no. 1 (2013): 77; Kristie Seelman, “Transgender Adults’ Access to College Bathrooms and Housing and the Relationship to Suicidality,” *Journal of Homosexuality* 63, no. 10 (2016): 1378; Penelope Strauss, Angus Cook, Sam Winter, Vanessa Watson, Dani Wright Toussaint and Ashleigh Lin, “Trans Pathways: The Mental Health Experiences and Care Pathways of Trans Young People. Summary of Results” (Telethon Kids Institute, Perth, Australia, 2017), <https://www.thekids.org.au/globalassets/media/documents/brain--behaviour/trans-pathways-report.pdf>, 60; Yuanyuan Wang, Dongyu Liu, Meng Han, Jiaqi Li and Hui Yu, “Public Restroom Access and Mental Health Among Gender-Minoritized Individuals in China,” *JAMA Network Open* 7, no. 5 (2024): 3.

⁷ Mandler, C. “What happened to Nex Benedict?” *NPR*, March 22, 2024.

<https://www.npr.org/2024/03/15/1238780699/nex-benedict-nonbinary-oklahoma-death-bullying>;

Factora, James. “Trans Teen Nex Benedict Died By Suicide, Says Medical Examiner.” *Them*, March 13, 2024.

<https://www.them.us/story/nex-benedict-suicide-medical-examiner-report-cause-of-death>.

⁸ Penelope Strauss, Angus Cook, Sam Winter, Vanessa Watson, Dani Wright Toussaint and Ashleigh Lin, “Trans Pathways: The Mental Health Experiences and Care Pathways of Trans Young People. Summary of Results”

The ongoing mental health impacts of bathroom exclusion

Trans Justice Project volunteer Elster, a trans community member who shared her experience of being threatened and harassed in gendered bathrooms at her high school at the hearing, relayed later that she found these experiences traumatising. Elster emphasised that the experiences which occurred when she was 18 years old had ongoing mental health impacts, including being fearful that the experiences would happen again.

Elster's experience, in addition to experiences of verbal and physical assault faced by trans and gender diverse people broadly in gendered bathrooms, emphasises the need for public policy work on toilet facilities to be conducted in a manner that is trauma-informed. Central components of trauma-informed care include: safety, empowerment, choice, respect, actively resisting re-traumatisation, and recognising cultural and historical context.⁹ If local councils and private facilities continue to create gender segregated facilities without consideration of the needs of trans and gender diverse people, this fails to incorporate trauma-informed principles in their work, which is crucial for supporting members of the public who have experienced trauma around bathroom settings. An important way to incorporate trauma-informed principles, like safety, empowerment, and resisting re-traumatisation, in public toilet policy work is through ensuring there are easily accessible all gender toilets available, and that bathrooms are inclusive of trans and gender diverse people.

Understanding bathroom exclusion in relation to broader mental health trends

Elster's experience of trauma within gendered toilet facilities, in addition to the links between exclusionary bathroom facilities, suicide, verbal and physical assault for trans and gender diverse people, is particularly concerning in light of 2025 research suggesting the mental health inequities faced by trans and gender diverse communities in Australia are worsening.¹⁰

Researcher Dr Karinna Saxby and others who conducted the research, which involved an analysis of Australia's Household, Income, and Labour Dynamics in (HILDA) Survey data, note: **"TGD-cisgender mental health inequalities are increasing in Australia**, with inequalities more apparent between 2010 and 2022. Policy action and greater protections for gender-diverse Australians are urgently needed'.¹¹ We see inclusive bathroom access as one necessary policy

(Telethon Kids Institute, Perth, Australia, 2017),

<https://www.thekids.org.au/globalassets/media/documents/brain--behaviour/trans-pathways-report.pdf>, 10.

⁹ Jill Levenson, Shelley Craig and Ashley Austin, "Trauma-Informed and Affirmative Mental Health Practices With LGBTQ+ Clients," *Psychological Services* 20, no. S1 (2023): 135-136, <https://doi.org/10.1037/ser0000540>.

¹⁰ Karinna Saxby, Sarah Hutchinson Tovar, Glenda Bishop, Ian Down, Ricki Spencer, Dennis Petrie and Zoe Aitken, "Gender identity and mental health inequalities 2001– 2022: population-level evidence from an Australian cohort study," *BMJ Mental Health* 28, iss.1 (2025): 1, <https://doi.org/10.1136/bmjment-2024-301277>.

¹¹ Karinna Saxby, Sarah Hutchinson Tovar, Glenda Bishop, Ian Down, Ricki Spencer, Dennis Petrie and Zoe Aitken, "Gender identity and mental health inequalities 2001– 2022: population-level evidence from an Australian cohort study," *BMJ Mental Health* 28, iss.1 (2025): 1, <https://doi.org/10.1136/bmjment-2024-301277>.

intervention to ensure trans and gender diverse communities feel affirmed and included in public space, to help combat the suggested trend in worsening mental health.

Beyond trans and gender diverse experiences

While we have mainly detailed the experiences of trans and gender diverse people here, we emphasise that gendered toilets have negative implications for members of the public far beyond trans and gender diverse communities. As stated at the hearing, gendered bathrooms increase wait times for women,¹² which is a violation in gender parity,¹³ and has been labelled “female-unfriendly” by queuing theorists at Ghent University in Belgium.¹⁴ Gendered bathrooms also cause issues for parents and caregivers supporting children who are a different gender to them, amongst other community members. As is evident in the case of Zoliswa Nkonyana in South Africa, cisgender people are also marginalised through gender policing in public toilets. Zoliswa Nkonyana was a 19-year-old cisgender, Black lesbian woman, who was murdered following her use of the women’s toilet in a tavern in 2006.¹⁵ This followed an argument based on her use of the ladies’ toilet.¹⁶ The gender policing facing cisgender people in gendered toilets was additionally evident in March 2025, when a tall, white, cisgender woman was verbally assaulted in women's toilet at a Walmart store in the US, where she was perceived to be trans due to her height.¹⁷ Gendered toilets create exclusionary environments for those within and outside of trans and gender diverse communities. Given this, removing the salience of gender for toilet access would benefit a broad cross-section of the NSW public.¹⁸

(2) What changes in toilet design would make public spaces feel safer and more accessible?

Toilet design that would make spaces more safe and accessible include:

- Ensuring the provision of all gender toilets.

¹² Luc Bovens and Alexandru Marcoci, “The gender-neutral bathroom: a new frame and some nudges,” *Behavioural Public Policy* 7, no. 1 (2023): 1, <https://doi.org/10.1017/bpp.2020.23>; Ghent University, “No More Queueing at the Ladies' Room: How Transgender Friendliness May Help in Battling Female-unfriendly Toilet Culture.” *ScienceDaily*, July 14, 2017, www.sciencedaily.com/releases/2017/07/170714142749.htm

¹³ Bovens and Marcoci, “The gender-neutral bathroom,” 18.

¹⁴ See note 18.

¹⁵ Nigel Patel, “Violent Cistems: Trans Experiences of Bathroom Space,” *Agenda* 31, no. 1 (2017): 60-61, <https://doi.org/10.1080/10130950.2017.1369717>.

¹⁶ Nigel Patel, “Violent Cistems: Trans Experiences of Bathroom Space,” *Agenda* 31, no. 1 (2017): 60-61, <https://doi.org/10.1080/10130950.2017.1369717>.

¹⁷ Donald Padgett, “Walmart Sacks 6'4" Cisgender Woman Threatened in Bathroom by Man Who Thought She Was Trans,” *Out Magazine*, 1 April, 2025, <https://www.out.com/news/transgender-walmart-fires-cis-woman>

¹⁸ Bovens and Marcoci, “The gender-neutral bathroom,” 1, 3.

- When constructing new toilets, ensure they have full-height doors that open onto a directly visible area.¹⁹ This design makes for safer and more accessible facilities, which balance privacy (through full-height doors) and safety (via moving away from toilets that open into narrow corridors, say, that are shielded from public view).
- Consider extended opening hours for public toilets for, inter alia, people experiencing homelessness. This issue is of particular concern to our networks given LGBTQI+ communities are overrepresented when it comes to homelessness.²⁰
- When constructing or renovating toilets consider creating more bathrooms with ambulatory provisions, recognising one single toilet may not be sufficient for all who require ambulatory provisions. The provision of more ambulant toilets is a specific interest for our networks given some research suggests trans and gender diverse people are more likely to have disabilities, including physical disabilities, than their cisgender peers.²¹ Additionally, Australia has an ageing population, meaning more toilets with ambulatory provisions will be required to support this demographic shift.²²

(3) What's the impact of relying on accessible toilets for non-binary people who don't have disabilities?

It is not only non-binary people who may need to use non-gendered accessibility toilets, but also men and women with trans experiences who may not feel safe in gendered bathrooms, or who may be actively excluded from them. Impacts on trans and gender diverse people broadly of having to rely on accessibility bathrooms to access non-gendered space are provided below.

Unnecessary competition for space

Often, one non-gendered accessibility bathroom is insufficient to meet the needs of all who require it. The situation forces trans and gender diverse people to take away spaces from people with accessibility requirements, creating unnecessary competition for space amongst minoritised communities. Forcing a range of communities to use what is often the sole accessibility toilet, including parents or caregivers with children, people with accessibility requirements, and trans and gender diverse people who are not comfortable in gendered

¹⁹ Inner West Council, *Inner West Council Public Toilet Strategy* (Inner West, May 2020), 18, https://hdp-au-prod-app-innerwest-yoursay-files.s3.ap-southeast-2.amazonaws.com/8616/5940/5935/Part_1_-_Intro_and_Design_Guidelines.pdf

²⁰ Brodie Fraser, Nevil Pierse, Elinor Chisholm and Hera Cook. "LGBTIQ+ Homelessness: A Review of the Literature" *International Journal of Environmental Research and Public Health* 16, no. 15 (2019): 2677, <https://doi.org/10.3390/ijerph16152677>

²¹ Madeline Smith-Johnson, "Transgender Adults Have Higher Rates of Disability than their Cisgender Counterparts," *Health Affairs* 41, no.10 (2022): 1470,

²² Luke Kendall, "Inclusive restroom provision," Chapman Taylor, May 13, 2020. <https://www.chapmantaylor.com/insights/inclusive-restroom-provision>

bathrooms, can create unnecessary wait times for patrons also. Notably, the Australian Building Codes Board state in a report collating public consultation on all-gender sanitary facilities that all gender toilets can, “reduce reliance on unisex accessible facilities, thereby maintaining the intended level of access for people with disability”.²³

Trans and gender diverse communities experiencing guilt, shame and stress

Forcing trans and gender diverse people to use spaces designated for people with disabilities can evoke feelings of guilt, shame and stress for potentially taking space away from others, despite there being no appropriate or safe alternative. For example, in a 2025 ABC article on public toilet access concerns in Australia, Sol, an 18-year-old non-binary person shared their experience of using unisex accessibility toilets: ‘Whenever I go in there, I feel shame...I'm able-bodied and there's only one [unisex accessibility] stall’.²⁴ Additionally, a trans man shared with our networks that: ‘I do not use the gender neutral/disabled toilet as I would feel guilty if a disabled person needed it’. This was despite him also sharing that the alternative option of gendered bathrooms was risky and stressful for him: ‘Using mens bathrooms is stressful as i am pretty obviously not cisgender and i do not know the beliefs of others.... when out with friends who are all women, i am often split up from them when we use the bathroom which is not good for my anxiety....I would feel safer in this scenario if an all-gender bathroom was available.’ Ambly, a non-binary volunteer with the Trans Justice Project shared an experience of guilt preventing them from using the unisex accessibility toilet, despite there not being an appropriate alternative: ‘I really want to pee in a non-gendered space, but the feeling that maybe someone who does need it for accessible reasons will be prevented from doing so just because I'm in there is very stressful for me. I don't want to do the wrong thing by someone’.

Inviting public scrutiny

Being forced to use unisex accessibility toilets opens trans and gender diverse people up to scrutiny by staff and patrons who perceive these bathrooms to only be for people who have accessibility requirements, despite the *Disability Discrimination Act 1992* (Cth) not stipulating that only people with accessibility requirements can use these bathrooms.²⁵ Rory (they/them), a white, non-binary volunteer with the Trans Justice Project and the Sydney Bi+ Network who does not have a disability, shared their experience of heightened scrutiny when using unisex

²³ Australian Building Codes Board, “All-Gender Sanitary Facilities: Public Consultation,” (Public Consultation Paper, Canberra, ACT, 2023) https://consultation.abcb.gov.au/engagement/all-gender-sanitary-facilities/supporting_documents/Allgender%20sanitary%20and%20other%20facilities%20and%20change%20in%20terminology%20from%20sex%20to%20gender%20consultation.pdf

²⁴ Audrey Courty, “Australia is Considering Making Changes to Build All-Gender Toilets. What Are They?” ABC, March 20, 2025, <https://www.abc.net.au/news/2025-03-20/all-gender-bathrooms-in-australia-explained/105003442>

²⁵ “Frequently Asked Questions: Access to Premises,” Australian Human Rights Commission, updated 2014, <https://humanrights.gov.au/our-work/disability-rights/frequently-asked-questions-access-premises>

accessibility toilets when there was no other appropriate toilet option:

“In the Sydney, NSW context, I’ve had a Transport NSW staff member, a security guard, and someone who performs cleaning intervene when I was trying to use the unisex accessibility toilet and direct me away from that bathroom to a gendered bathroom, even though using gendered bathrooms invalidates my identity and is factually not the correct space for me. It is clear to me in interactions with such staff members that there is a worrying lack of public awareness about the fact that non-binary people exist, and that gendered bathrooms consequently do not include all members of the public”.

Locking people out of bathroom access

Often unisex accessibility toilets are not easily accessible to all who need them, as they are equipped with an MLAK lock, are supposed to be open but are locked, or it is a requirement that an intercom call is made to staff for the toilet to be opened, as with an accessibility toilet in Westfield Sydney Shopping Centre. In these instances, there is no easily accessible all gender bathroom for trans and gender diverse people to access. Given the stresses and violence faced by trans and gender diverse communities in gendered toilets,²⁶ they may opt not to use the bathroom at all. This comes with a slew of negative physical and mental health implications.²⁷

Forcing trans and gender diverse people to out themselves

Where there are only male, female and unisex accessibility bathroom options, trans and gender diverse people without accessibility requirements effectively have to out themselves as trans to use the unisex accessibility toilet.²⁸ Due to societal transphobia, many trans and gender diverse people are understandably not comfortable doing this.

(4) How can public education and signage reduce the stigma and fear that TGD people experience?

Broader education campaigns needed

Broader education about trans and gender diverse communities needs to accompany more inclusive toilet provisions in Australia. Such education is necessary so that when people are circulating through public space, they have a basic awareness of why all gender toilets are needed, and there is an eradication of harassment and violence towards trans and gender diverse people. Notably, only 1 in 10 people in Australia say they know someone who is trans, and knowing someone who is trans increases the likelihood that they will support trans people

²⁶ Perales, Giang and Elkin, “Access to inclusive public-toilet options”, 2-3.

²⁷ Perales, Giang and Elkin, “Access to inclusive public-toilet options”, 2-3.

²⁸ Courty, A 2025, ‘Australia is considering making changes to build all-gender toilets. What are they?’, ABC, 20 March, viewed 26 April 2025, <https://www.abc.net.au/news/2025-03-20/all-gender-bathrooms-in-australia-explained/105003442>

having the same rights and protections as everybody else.²⁹ The widespread lack of familiarity with trans people emphasises the need for public education about trans communities, so that the gap in relational knowledge is not filled by misinformation. A trans woman in Queensland shared the dangers caused by misinformation about trans people in bathroom environments in a submission by Equality Australia to the Australian Human Rights Commission on threats to trans human rights: “I have had to rescue some younger transwomen in restrooms when the[y] were being abused or about to be abused by other members of the public. I feel that this is **because of the misinformation being shared by politicians and media about us.**”³⁰

Additionally, as we mentioned in the hearing, there is an absence of mandated curriculum about LGBTQ+ communities in the NSW school system, which fails to equip young people with an awareness of trans and gender diverse communities, and respectful ways to interact with such communities. QTopia Sydney, a centre for queer history and culture, have created an LGBTQIA+ education program for rural and regional schools in NSW,³¹ though teaching such content is not mandated, standardised practice.

Aside from the necessity of mandating curriculum about LGBTQ+ inclusion in schools, trans and gender diverse inclusion training should also be encouraged in workplaces. Organisational diversity scholar Francisco Perales and others stress that more inclusive toilet access for trans and gender diverse people in Australia needs to be accompanied by, ‘organizational-level diversity training programs and awareness campaigns, as well as suitable change-management strategies...to preempt any backlash stemming from policy changes’.³² It would be ideal for staff who interact with the public to be trained in trans and gender diverse inclusion, so they can confidently respond to people who have questions or concerns about the shift to all gender toilets.

A guide to educate staff about the shift to all gender toilets

Another way to support education about the shift to all gender bathrooms is to create a guide targeted at local government workers and staff who interact with the public which would support workers with understanding and responding to inquiries about the shift to all gender

²⁹ Equality Australia, “New Research Shows Overwhelming Support Among Australians on Trans Equality,” Equality Australia, January 18, 2021. <https://equalityaustralia.org.au/new-research-shows-overwhelming-support-among-australians-on-trans-equality/>

³⁰ Equality Australia, “Towards a National Plan for #Trans Equality: Submission to the Australian Human Rights Commission on Current and Emerging Threats to Trans and Gender Diverse Human Rights” (Australian Human Rights Commission, May 3, 2024), <https://equalityaustralia.org.au/resources/towards-a-national-plan-for/>, 10.

³¹ Lydia Jupp, “Qtopia Creates LGBTQIA+ Education Program For Rural and Regional Schools,” *The Star Observer*, February 11, 2025, <https://www.starobserver.com.au/news/qtopia-brings-education-program-to-rural-and-regional-schools/235367>

³² Perales, Giang and Elkin, “Access to Inclusive Public-Toilet Options”, 9.

toilets. This could be created by the relevant NSW government department, either by a staff member or by a contract worker (for instance, a diversity and inclusion consultant). It would be helpful for such a guide to include:

- information on why there has been a shift to all gender toilets
- Guidance on how to frame the shift to all gender toilets to the public. This would be helpful as scholars Luc Bovens and Alexandru Marcoci note that appropriately ‘framing’ the reason for the shift to all gender toilets is important for positive public reception.³³ They advise that framing the shift in relation to the broad cross-section of communities the shift benefits (beyond just trans and gender diverse communities- for instance women broadly), is necessary so the broader public understands how they benefit from the shift, and to ensure public discourse does not devolve into a transphobic, moralised discussion about trans communities.
- Practical examples of ways that staff can respond if they receive feedback about the shift to all gender toilets that is discriminatory or misguided.

Signage

We tabled sample signage at the hearing, which could be displayed inside toilet cubicles to fill a public knowledge gap about the shift to all gender toilets.

(5) Would standardising inclusive toilet design improve public participation for your community?

Exclusionary gendered bathroom environments reduce trans and gender diverse people’s participation in public life,³⁴ and thus, having inclusive, all-gender bathrooms improves the capacity for trans and gender diverse people to participate in public spaces.

Elements of signage that would be useful to standardise include:

- Clearly stating what is in all gender bathrooms, including whether it has sit-down toilets and/or urinals, so people can make an informed decision about which bathroom they would like to use.
- As we mentioned in the hearing, referring to bathrooms as “all gender” or “gender neutral” if they are for everyone. Referring to these bathrooms as “unisex” is not appropriate, as the word unisex only refers to men and women, and erases non-binary people, in addition to other identities not encapsulated by the male/female gender binary.

³³ Bovens and Marcoci, “The Gender-Neutral Bathroom”, 3-4.

³⁴ Herman, “Gendered Restrooms and Minority Stress”, 76; Charlotte Jones and Tig Slater, “The Toilet Debate: Stalling Trans Possibilities and Defending ‘Women’s Protected Spaces’,” *The Sociological Review Monographs* 68, iss. 4 (2020): 844.