

Transgender and/or Gender-Nonconforming Teacher Candidates

Frequently Asked Questions (FAQ)



Lakehead
UNIVERSITY

Faculty of
Education



ORILLIA



THUNDER BAY

To **download this guide**, or any other resources shown, please visit our **Faculty of Education website** by scanning the QR Code provided.



October 2023

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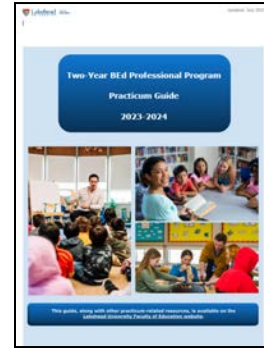
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Special thanks also goes out to our team at Lakehead University who have worked on this document.

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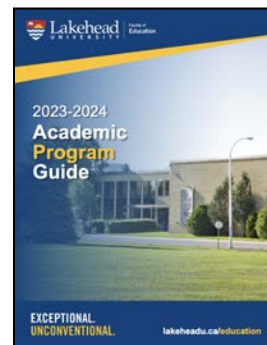
RESOURCES

CURRENT PRACTICUM GUIDE



Link to Practicum Guide [here](#).

STUDENT HANDBOOK



Link to Student Handbook [here](#).

2SLGBTQIA+/GENDER IDENTITY BOOK LIST FOR TEACHING



1. GENERAL

a. What resources does the Faculty of Education have for transgender and/or gender-nonconforming Teacher Candidates?

The Faculty of Education values the participation of transgender and/or gender non-conforming people in the teaching profession, and welcomes the 2012 addition of 'gender identity' and 'gender expression' as protected grounds in the Ontario Human Rights Code. The Faculty also recognizes that transgender teacher candidates and those who are gender non-conforming (but not necessarily transgender) are preparing to join a profession with norms that have historically referenced a strict gender binary. Transgender and/or gender non-conforming teacher candidates are encouraged to contact the Undergraduate Studies in Education Office, prior to completing the Practicum Registration form (sent directly to candidates and available in the Information Hub in D2L) and/or to share relevant information in the special circumstances box.

Thunder Bay Campus:

Ashley Fretz (teacher.education@lakeheadu.ca or 807.343.8010 ext. 8705)

Orillia Campus:

Rosamaria Fabiano
(oradmin.educ@lakeheadu.ca or 705.330.4010 ext. 2005)

Candidates may also wish to participate in **Lakehead University Student Union's Pride and Gender Equity Centre** (<https://www.lusu.ca/pride-central>).

Please see their information here: (<https://www.lusu.ca/pride-central>) The Pride and Gender Equity Centre is a safe space on campus that provides advocacy, resources and community. With a focus on ending discrimination on the basis of sexual orientation and gender identity, the Pride and Gender Equity Centre strives to strengthen solidarity between work around 2SLGBTQIA+ justice and gender equity and justice.

Lakehead University and local Thunder Bay or Orillia supports for transgender students and community members are listed in the [B.Ed. Program Handbook](#).

b. What should I do if I experience gender expression or gender identity discrimination during my time in the B.Ed. program?

First, know that "Lakehead University believe[s] that all members of the University community have the right to study, to work, and to live in an environment free from all forms of harassment and discrimination including, but not limited to any or all that are based on the prohibited grounds of the Ontario Human Rights Code. Lakehead University believes in the necessity of providing safeguards for members of the University community against harassment and discrimination... Individuals who believe they have been harassed or discriminated against shall have the right to complain and receive due process under this Policy." (Lakehead University Harassment and Discrimination Policy and Procedures, p.1 & p. 4)

It is important to consider where this discrimination is taking place, as teacher candidates spend time in the Faculty for their coursework, in schools for practicum placements, and in a variety of external settings for Alternative Practicum. If you are experiencing discrimination, or a climate that is unsafe or not conducive to your learning for reasons related to gender identity or gender expression (or other Ontario Human Rights Code protected grounds) ...

i. ... in the Faculty:

There are a number of campus-wide resources you can access (<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/human-rights>), and the Faculty of Education faculty, staff, and administration are supports that you can access. The Faculty of Education has an EDID (Equity, Diversity, Inclusion, and Decolonization) Committee that is a central point of contact for EDID concerns, and supports and advocates for systemic change for students, faculty and staff.

Contact EDID through

Teresa Ruberto - Administrative Assistant to the Dean
t: (807) 343-8010 x8520

e: aadean.educ@lakeheadu.ca

You could also choose to meet with the Chair of Undergraduate Studies on either campus:

Thunder Bay

Dr. Don Kerr (he/him)
Associate Professor and Chair
Undergraduate Studies in Education
t: 807.343.8010 x 8695
e: dkerr1@lakeheadu.ca

Orillia

Dr. Sonia Mastrangelo
Assistant Dean
Acting Chair of Undergraduate Education Programs
(Orillia)
Tel: (705) 330-4010 x. 2635
email: smastran@lakeheadu.ca

If you need to access mental health support due to experiencing discrimination or for any reason, there are counseling services available. Please see the link below to get more information on Lakehead University's Student Health And Wellness or connect with the contact information provided.

<https://www.lakeheadu.ca/students/wellness-recreation/student-health-and-wellness>

Location: Prettie Residence

Monday, Tuesday, Wednesday & Friday- 8:45 am - 4:15 pm
(closed for lunch 12:30pm-1:30pm)
Thursday- 8:45 am - 3:30 pm (closed for lunch
12:30pm-1:30pm)
(807) 343-8361

Please note our phone lines are monitored in the hours below:

Mon, Tues, Weds, Fri- 9:00-4:15
Thursday- 9:00-3:15
health@lakeheadu.ca

ii. ... during a school practicum placement or on an Alternative Practicum:

It is important to document each incident in detail, as soon as

you can, and decide how you might like to proceed.

If you are not comfortable with any of the steps below, please

reach out to the Office of Human Rights and Equity at Lakehead University.

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/contact>

If the alleged discrimination or harassment is from your Associate Teacher or another adult in your practicum school,

follow these steps:

STEP 1: If possible, and you are comfortable, bring the issue to your Associate Teacher OR your Faculty Advisor. If Step 1 is unavailable to you or does not resolve the concern, then:

STEP 2: The Professional Experience Coordinator or Program Coordinator who oversees your placement:

Professional Experience Coordinators Contact Information

Primary / Junior (Orillia campus)
Professional Experience Coordinator
Dr. Caroline W. Narine
orilliapec.educ@lakeheadu.ca
Phone: 705-330-4010 x.2624

Primary / Junior (Orillia campus)
Practicum Success Coordinator
Denise Calvert
orpsc.educ@lakeheadu.ca
Phone: 705-330-4010 Ext. 2624

Primary / Junior (Thunder Bay campus)
Professional Experience Coordinator
Mr. Glenn Cunningham
pjpec.educ@lakeheadu.ca
Phone: 807.343.8010 x.8199

Intermediate / Senior (Thunder Bay & Orillia campus)
Professional Experience Coordinator
Mr. Mike Filipetti (he/him)
tbpec.educ@lakeheadu.ca
Phone: 807.343.8010 x.8712

Program Coordinators in the Tech Ed program:

Orillia campus:
Tech Ed Program Coordinator
Theresa Watt
fwatt@lakeheadu.ca
Phone: 705-330-4010 Ext. 2634

Thunder Bay campus:
Tech Ed Program Coordinator
John Delorey
jhdelore@lakeheadu.ca
Phone: 807-472-0072

If Step 2 is unavailable to you or does not resolve the concern, then:

STEP 3: Contact the Chair of Undergraduate Studies for your program:

Thunder Bay

Dr. Don Kerr (he/him)
Associate Professor and Chair
Undergraduate Studies in Education
t: 807.343.8010 x 8695
e: dkerr1@lakeheadu.ca

Orillia

Dr. Sonia Mastrangelo (she/her)
Assistant Dean
Acting Chair of Undergraduate Education Programs (Orillia)
Tel: (705) 330-4010 x. 2635
email: smastran@lakeheadu.ca

If Step 3 is unavailable to you or does not resolve the concern, then:

STEP 4: Contact the Dean of Education.

Teresa Ruberto - Administrative Assistant to the Dean
t: (807) 343-8010 x8520
e: aadean.educ@lakeheadu.ca

or

Dr. Wayne Melville - Dean of Education (he/him)
t: (807) 343-8010 x8520
e: wmelvill@lakeheadu.ca

If Step 4 is unavailable to you or it does not resolve the concern, then:

STEP 5: Contact the Office of Human Rights and Equity at Lakehead University.

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/contact>

Thunder Bay

Email: humanrights@lakeheadu.ca
Office: 100-108 Prettie Residence
Phone: 807-343-8010 x 7763 (Please leave a message with your contact information)

Orillia:

Email (Orillia): humanrights@lakeheadu.ca
Orillia Office Location: OA 3022, Tuesday-Thursday,
8:30am - 4:30pm (please make an appointment)
Phone (Thunder Bay): 1 807 346-7763

These steps align with the Ontario Teachers Federation (OTF) preferred process (<http://www.otffeo.on.ca/en/wp-content/uploads/sites/2/2013/11/HarassmentGuidelines1.pdf>) for harassment complaints if the alleged perpetrator is an Associate Teacher or other OTF member (not an administrator). The linked document sets out informal and formal pathways when harassment is alleged to have occurred. It is important to know that seeking support by following the five steps above does not necessarily mean making a formal written and named complaint.

No matter where the discrimination or harassment is taking place, remember that harassment in any form is never acceptable, and your safety and well-being are a critical concern of the Faculty of Education.

c. An Associate Teacher, Faculty Liaison or B.Ed. Instructor (etc.) kindly wrote me a reference letter but misgendered me/used my former name (etc.). How should I proceed?

The first and best course of action is to thank the writer for their letter, and point out the errors. You might offer to correct the letter yourself and send it back for their final approval and signature. If for any reason you do not feel as though you can make this request, consider talking to your Faculty Advisor or the Professional Experience Coordinator to act as an intermediary and request the changes on your behalf. However, communicating openly with the writer is the best solution.

I/S Professional Experience Coordinator (Thunder Bay and Orillia) Mike Filipetti (he/him)
807.343.8010 ext 8712 - tbpec.educ@lakeheadu.ca

P/J Professional Experience Coordinator (Thunder Bay) - Glenn Cunningham - 807.343.8010 ext 8199 - pjpec.educ@lakeheadu.ca

Primary / Junior (Orillia campus)

Professional Experience Coordinator - Dr. Caroline W. Narine
705-330-4010 x.2624 - orilliapec.educ@lakeheadu.ca

2. FACILITIES

a. Where can I find an all-gender washroom on either campus?

THUNDER BAY CAMPUS

In Thunder Bay, the four main washrooms in the Bora Laskin building (2 on each floor) were converted to All Gender Washrooms in 2023.

Each washroom consists of 4 private stalls, one of which is an Accessible Washroom Stall.

There is also a common hand washing area with 3 sinks. For more information about our new All Gender / Accessible Washrooms, see [Appendix A](#).

There are also two individual washrooms (one in each of the male and female change rooms).

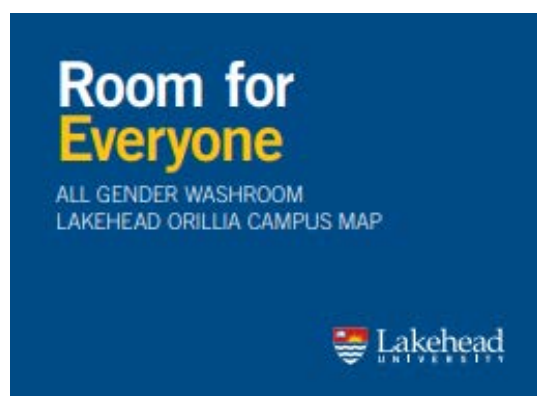
For all other Thunder Bay All Gender Washroom locations, please see the document [attached](#).

ORILLIA CAMPUS

In Orillia, the all gender washroom is in the bottom level of Heritage Place next to the women's washroom. The washroom contains urinals as well as stalls. A single-stalled men's washroom is upstairs.

A washroom that is available for students who need an accessible washroom is the staff washroom on the main floor. To get a key for this washroom, you can ask Security at their office. Security phone number at Orillia Heritage Place: 705-345-9769 or. Ext. 2002.

For all other Orillia Campus All Gender Washroom locations, please see the document [attached](#).



3. NAME, GENDER AND LAKEHEAD'S RECORDS

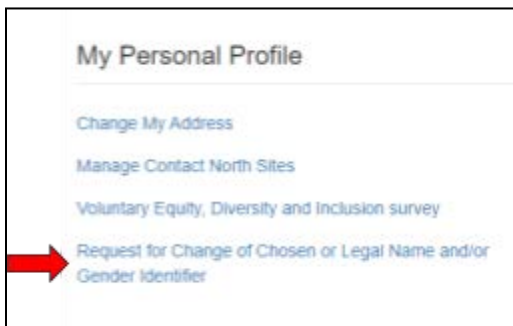
a. My gender in MY PORTAL is incorrect. How do I change this?

If you have looked at your Demographic Information on MY INFO and need to change it, you can go to the "My Personal Profile" section in My Info.

There you can select, "Request for Change of Chosen or Legal Name and/or Gender Identifier"

The form includes sections for:

- Requester Information: Name, Address, Email, Phone.
- Legal Name on File: First Name, Last Name.
- Request for Change of Legal Name and Gender Identifier: Current Name, New Name, Gender Identifier (Male, Female, Other Gender Identifier, Undeclared).
- Consent: Have you submitted an intent to Graduate? (Yes, No, Not Applicable).
- Signature: Do you want your pending registration purchased to reflect your new name? (Yes, No, Not Applicable).



b. What gender options are available in MY PORTAL?

The options available in MY PORTAL are male, female, undeclared, and other. There may be ways in which information or opportunities are made available to students using the entries in this field, but this is not clear.

c. How can I ensure my instructors use my preferred first name?

Most Faculty of Education instructors receive their class list from D2L, the Lakehead University online learning management system, which is automatically populated by information from your student record in MY PORTAL. If your preferred name is not currently in MY PORTAL, you are able to add it (see question 3d below)! This will automatically update in D2L within 48 hours, so that your preferred name appears on each instructor's class list at that time. However, if you have not done so two weeks in advance of the first class meeting, your instructor may not access the update or be regularly checking for updates. Your best strategy is to have a conversation with your instructor as far in advance as you can, asking them about their plans to collect attendance and ensuring that your preferred name is used in all public communications.

If you need support or feel that you are experiencing discriminatory conduct, please visit the Office of Human Rights & Equity (OHRE) [website](http://www.lakeheadu.ca/ohre) or email humanrights@lakeheadu.ca.

d. How can I officially change my name on my student record?

If your legal name changes, use this form to have your official student record reflect your new name. Note that official government documentation is required.

The form includes sections for:

- Requester Information: Name, Address, Email, Phone.
- Current Name: First Name, Last Name.
- New Name: First Name, Last Name.
- Reason for Name Change: (e.g., Marriage, Divorce, Court Order, etc.).
- Consent: Have you submitted an intent to Graduate? (Yes, No, Not Applicable).
- Signature: Do you want your pending registration purchased to reflect your new name? (Yes, No, Not Applicable).

See the Lakehead University website [here](http://www.lakeheadu.ca).

e. If I've added a preferred name in MY INFO, does this become automatically used across D2L, or just in the attendance list?

D2L will use the preferred first name that you have added to your student record in MY PORTAL (see question 3d above) in the gradebook, discussion boards, and all other functions.

f. How do I legally change my name?

If you have lived in Ontario for twelve (12) months or more and are over the age of sixteen (16), you are eligible to apply for a legal name change (<https://www.ontario.ca/page/changename>). The cost is \$137 in most cases. Those who need to change their name before a post-secondary graduation are eligible for alternative service options under "Urgent Requests" (<https://www.ontario.ca/page/change-name#section-4>) (please contact Service Ontario directly at 1-800-461-2156 for more information). Please note that a criminal record check is required for your legal name change application. If you have lived in Ontario for fewer than twelve months, please consult the requirements for your permanent residence regarding legal name changes. Please note that a name change on a federal document such as your passport (<https://www.canada.ca/en/immigration-refugees-citizenship/services/canadian-passports/change-name.html>) or Social Insurance Number (<https://www.canada.ca/en/employment-social-development/services/sin/after-applying.html>) will need to be handled by the federal government at a Service Canada (not Service Ontario) location.

g. How do I legally change my gender

You can legally change your gender marker to F, M, or X, for Ontario identification. For persons aged 15 and under, parental consent is required. Ages 16 and 17, the individual may choose to apply as an adult. Ages 18 and up, the individual will apply as an adult. The cost to change the gender marker is free, however, you require a new birth certificate in order to change your other IDs. The cost to change your birth certificate is approximately \$35, and it may take around 6 weeks to receive your new document. Your doctor must write a letter stating it would be beneficial to you to have your gender marker changed. Student Health and Wellness can assist in this process. More information can be found at <https://www.ontario.ca/page/changing-your-sex-designation-on-your-birth-registration-and-birth-certificate>.

4. PRACTICUM

a. I'm starting my practicum next week! What do I wear?

The question of what to wear is one that many teacher candidates (TCs) ask themselves before practicum, and this can weigh heavily on transgender and/or gender non-conforming TCs who are entering a highly gendered profession. Firstly, it is important that you wear something that is professional and indicates your position as a future teacher, not a student. However, you should also wear clothes that allow you to feel your best, regardless of your gender identity and/or gender expression. Do not feel pressured to dress up in a way that fits the conventions of your sex assigned at birth or your gender identity, and do not feel pressured to maintain a consistent gender expression throughout your practicum if that is not who you are. If you experience any communication that you ought to dress differently, and this references your gender expression, this may be an instance of gender expression discrimination (see question 1b above).

b. What title do I use at my practicum school - Mr., Ms., Mrs., Mx., or something else?

Being called the wrong title is a form of misgendering similar to being called the wrong pronoun. If Mrs., Ms. or Mr. do not align with your gender identity, you cannot be forced to go by them, as this may constitute gender expression and/or gender identity discrimination. If neither Ms. nor Mr. work for you, Mx. (usually pronounced "mix") is an increasingly popular gender-neutral title.

In French, some teachers may choose to go by Mx. (a loan word from English sometimes spelled Mix or Mixe, and said as "Medex"), as Monestre (from "mon être"), or as Ctn./Cn. for "citoyen". However, some teachers prefer to be addressed without the use of an honorific and may choose a different form of address from their students; a common path among nonbinary teachers is just going by their last name, or going by a

noun title like 'teacher X.' This is an area of evolving experience in education, a domain in which 'Ms.' OR 'Mr.' have long been the only options. If you anticipate using a title that will not be automatic for those in your practicum school, consider communicating this to your Faculty Advisor and/or the Professional Experience Coordinator in advance.

Professional Experience Coordinators Contact Information

Primary / Junior (Orillia campus)
Professional Experience Coordinator
Dr. Caroline W. Narine (she/her)
orilliapec.educ@lakeheadu.ca
Phone: 705-330-4010 x.2624

Primary / Junior (Orillia campus)
Practicum Success Coordinator
Denise Calvert (she/ her)
orpsec.educ@lakeheadu.ca
Phone: 705-330-4010 Ext. 2624

Primary / Junior (Thunder Bay campus)
Professional Experience Coordinator
Mr. Glenn Cunningham
pjpec.educ@lakeheadu.ca
Phone: 807.343.8010 x.8199

Intermediate / Senior (Thunder Bay & Orillia campus)
Professional Experience Coordinator
Mr. Mike Filipetti (he/him)
tbpec.educ@lakeheadu.ca
Phone: 807.343.8010 x.8712

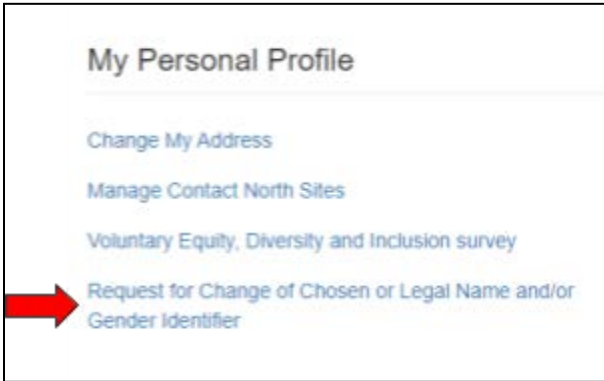
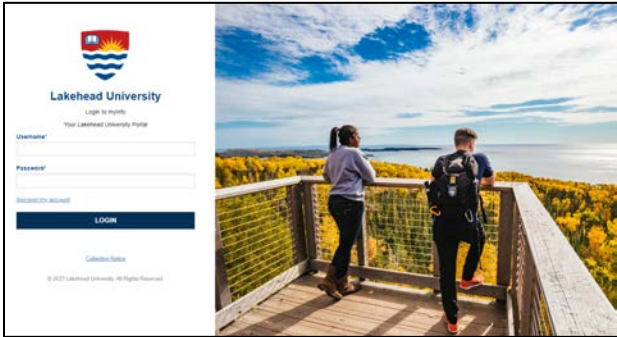
Office of Human Rights & Equity (OHRE) TB & OR Campus
Mr. Jonathan Erua (he/him)
humanrights@lakeheadu.ca
Phone: 807.343.8010 x 7763
TB Office: Prettie 100-108
Orillia Office: by appointment only

Pride & Gender Equity Centre
Coordinator
Sam Mathers (she/her)
pride@lusu.ca

5. GRADUATION AND CONVOCATION

a. Convocation is coming up. How do I make sure that my correct name is used in the ceremony?

Your name in the convocation program will be generated automatically from your "Primary" (legal) name on MY INFO.



If you have obtained a legal name change (see question 3g above) before convocation, be sure to have your name entered and selected on MY INFO. The deadline to submit your Intent to Graduate is in April for Spring Graduation. During the convocation ceremony, you will receive a card where you will write your own name to be announced as you cross the stage. You are free to write your preferred name on this card. Unless you are receiving an award at convocation, it is unlikely that anyone will speak about you

onstage using gender pronouns. Rather, the announcer just says the name(s) you have written on your card. If you are receiving an award at Convocation, however, it is a good idea to ask the Faculty of Education Student Services office who will be reading the award script, and ask that your pronouns are shared with that person (likely an administrator), and that this is verified in advance.

NOTE: Deadlines for changes for Degree List purposes must be received no later than April 30th for Spring Convocation however, it is always a best practice to ensure a change is made as soon as possible. The name on the Intent to Graduate form must be the same as the official student record.

b. What is the washroom situation at the Thunder Bay Community Auditorium & Orillia Rotary Place (where students are marshaled prior to entering the convocation hall)?

Thunder Bay Community Auditorium now has an All-Gender Washroom on the 2nd Floor that contains urinals and stalls. There are also gendered washrooms in the main lobby on the first floor and a women's washroom on the 2nd floor.

There is one All-Gender washroom stall at Rotary Place in Orillia. However, once the guests arrive, the public washrooms are very full.

c) Which name will appear on my official transcript from Lakehead University?

According to University policy (https://www.lakeheadu.ca/sites/default/files/policies_procedures/Name%20and%20Gender%20Identifier%20Change%20Policy%20and%20Procedures_0.pdf), a student's full, legal name will appear on all official documents, such as a transcript. In order to change your legal name (see question 3g above) with the University (while enrolled or after graduation), you must complete and submit a Name Change Form (<https://www.lakeheadu.ca/sites/default/files/forms/FNameChange.pdf>), with proper documentation.

6. OCT CERTIFICATION

a. I am applying for my OCT certification. What name(s) do I need to provide?

When applying to the OCT for certification, the name you provide must be supported with documentation such as a birth certificate or passport (see Figure 10). You must also provide a 'common name' (i.e., a preferred name), which does not require documentation and, according to the OCT's website, is used for correspondence sent by the OCT and to support search results in the Find a Teacher (<https://www.oct.ca/findateacher>) function on the OCT website. You may change your name in the future by providing the OCT with a legal change of name certificate (see question 3g above). Your full legal name will appear on your teaching certificate, not the common name that you provide to the OCT (See Figure 8 below to see where your common name and legal name are used with OCT). If you anticipate changing your name, it is recommended that you submit the paperwork to do so by the end of the second semester of the B.Ed. program (Consecutive) or B.Ed. year (Concurrent).

Figure 8 - Legal Name and Common Name Usage with OCT

	Legal Name	Common Name
Correspondence to you		✓
Find a Teacher	✓	✓
OCT online public teacher registry	✓	
Teaching certificate	✓	

b. Can members of the public see my legal name on the OCT website?

Every Ontario College of Teachers (OCT) -certified teacher in Ontario can be located in the OCT registry using the name they have provided to the OCT. Prior names you have taught under (including the name originally submitted to the OCT by the Faculty of Education, whether or not you have taught in an Ontario school) will also be listed there in the Name History dropdown menu, including your birth name, unless you apply to have it suppressed so that the public cannot see it. To do so, you will need to fill out a form entitled "Request to Update Registry Information" ([Request to Update Registry Information](#)) and provide proof of a legal name change, as well as pay a \$25 fee (this is standard for all name changes, but may be waived if the request is related to a Code protected ground like gender identity). The common name that you provided to the OCT upon registration is collected with the intention to use for correspondence from the OCT, but appears in the search results for the "Find a Teacher" function on the OCT website.

c. Does the OCT require information about my gender in order to certify me as a teacher in Ontario?

Yes, but this is self-selected by you, not sent by the Faculty. There is no indication on the OCT website that this information is 'verified' using supporting documentation. When applying to OCT, gender is a required field, for which there are three options: Female, Male, and X. This information is collected because the OCT is a regulator that must provide annual reports to The Fairness Commission (<http://ort.fairnesscommissioner.ca/report.php?qid=32&year=2018>), which continues to request information on gender. The OCT only uses this information to determine which title should be used in correspondence to the teacher. We note that the information being collected (see Figure 13) is actually sex (e.g., male, female, intersex) and not gender (e.g., man, woman, nonbinary) and that this error is endemic to how information of this kind is collected across sectors.

Figure 15 • Required box indicating "gender" when applying for OCT certification. Source: <https://apps.oct.ca/OLR/Help/HGenderE.html>



The screenshot shows a form titled "Gender" with an "INFORMATION" header and a help icon. Below the header are three radio button options: "Female" (selected), "Male", and "X". At the bottom of the form are "Cancel" and "Save" buttons.

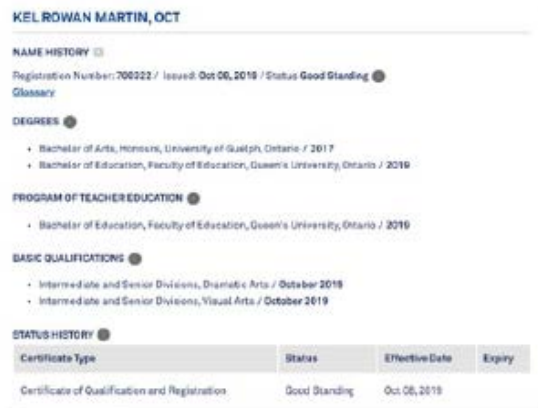
Figure 16 • Information provided by OCT regarding the "X" gender marker Source: <https://apps.oct.ca/OLR/Help/HGenderE.html>

GENDER
X is a third gender identifier for use by people identifying as Trans, Non-Binary, Two-Spirited or Binary as well as anyone who chooses not to display their gender identity. This definition is used by the Ontario Ministry of Government and Consumer Services.

d. Is gender indicated on my public OCT record?

No. The example screenshot below is what is visible on the OCT public record. The record indicates the teacher's full (often legal) name or names they have taught under, registration number, status and standing with the College, degrees, teacher education program, basic qualifications, and status history.

Figure 17 • An example of the OCT public register. Source: <https://www.oct.ca/findateacher/memberinfo?memberid=700322>



The screenshot shows the public register for KEL ROWAN MARTIN, OCT. It includes sections for NAME HISTORY, DEGREES, PROGRAM OF TEACHER EDUCATION, BASIC QUALIFICATIONS, and STATUS HISTORY. The STATUS HISTORY section is a table with columns for Certificate Type, Status, Effective Date, and Expiry.

Certificate Type	Status	Effective Date	Expiry
Certificate of Qualification and Registration	Good Standing	Oct 06, 2019	

APPENDIX A - ALL GENDER / UNIVERSAL WASHROOMS

Here is a link to all of the Washroom information at Lakehead University

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/all-gender-washrooms>

ROOM FOR EVERYONE

Having access to a secure washroom is a basic right for all people and having all gender washrooms available is an important part of making our campus safe, accessible, and welcoming for all of the Lakehead community. These washrooms are safe spaces where anyone, regardless of gender identity or presentation, can use the toilet, wash their hands and check the mirror.

Signage will be placed near all gender washrooms indicating that these spaces are inclusive and that Lakehead respects everyone's right to choose the washroom that is appropriate for them.

WHAT IS AN ALL-GENDER WASHROOM?

An all-gender washroom is a washroom for use by anyone, regardless of sex, gender identity, or gender expression. It may be a single-use washroom with a single toilet and sink in a lockable room; multi-use facilities with individual enclosed toilet stalls that share a common sink area; multi-stall washrooms, which have traditionally been designated female; or multi-stall washrooms with urinals, which have traditionally been designated male. A universal washroom may be all-gender (see definition below).



WHAT IS A UNIVERSAL WASHROOM?

A universal washroom is defined within the Ontario Building Code. These washrooms have requirements like grab bars, lighting, emergency call services, and other regulations around accessibility. An all-gender washroom may be universal (see definition above).

WASHROOM LOCATIONS

THUNDER BAY CAMPUS - BORA LASKIN BUILDING

As of September 2023, all four main washrooms in the Bora Laskin Building are "All Gender Washrooms". They consist of four private stalls, one of which is accessible, a change table and public sinks.

FIRST FLOOR

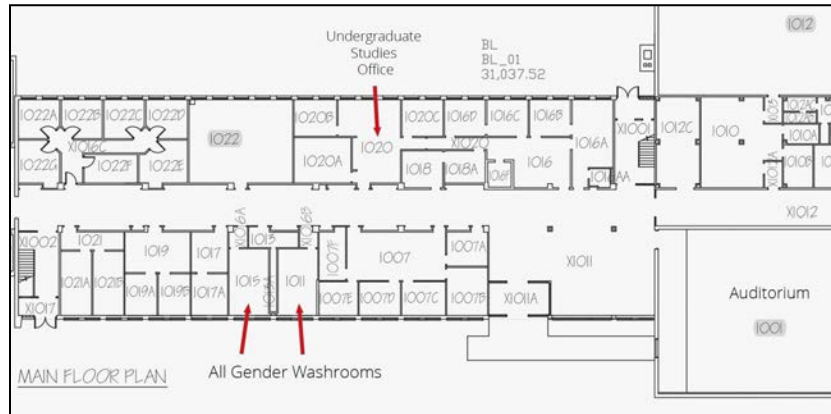


Diagram TB.1: Floor plan for Bora Laskin Building Main Floor (Click for larger version)

SECOND FLOOR

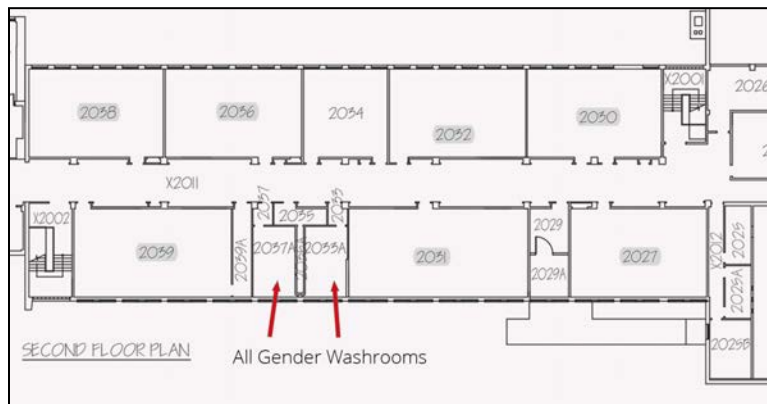


Diagram TB.2: Floor plan for Bora Laskin Building Second Floor (Click for larger version)



ORILLIA CAMPUS - HERITAGE BUILDING

MAIN FLOOR

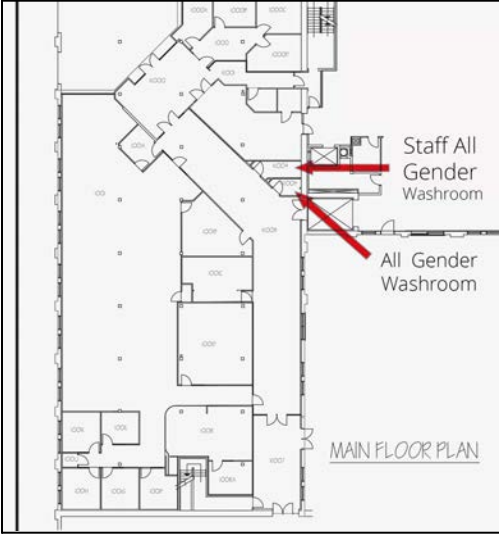


Diagram ORH.1: Floor plan for Heritage Place Main Floor (Click for larger version)

Heritage Place Main Floor - There are two individual, private washrooms. (Click image for larger view)

GROUND FLOOR

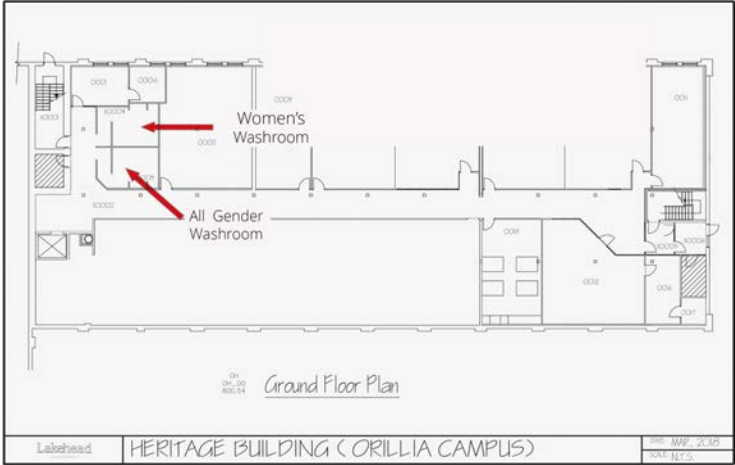
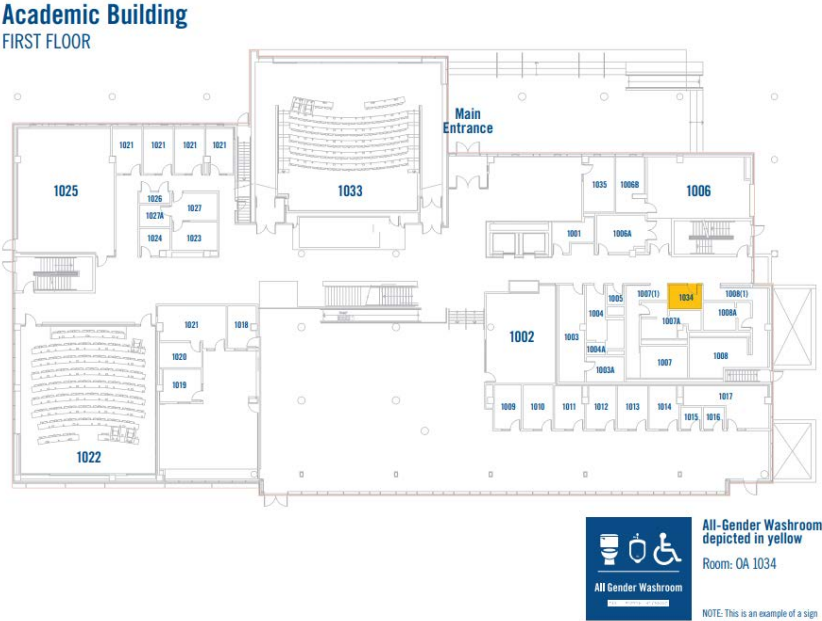


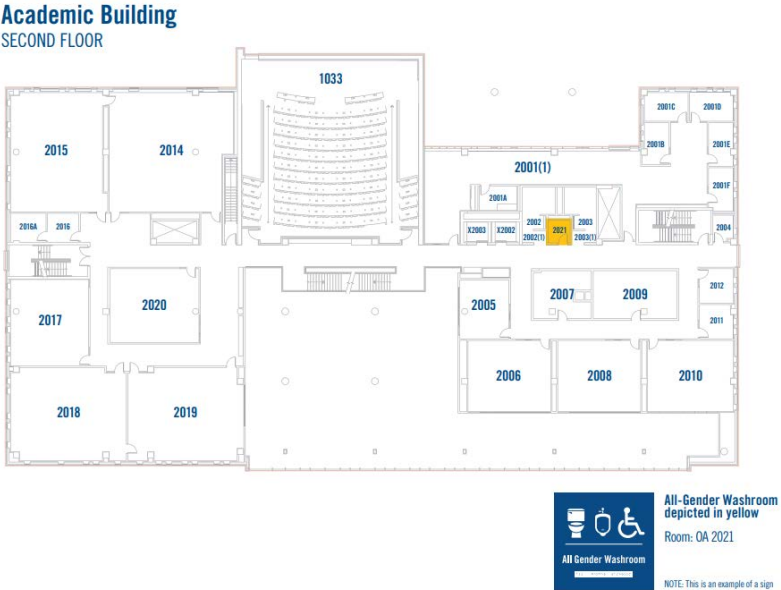
Diagram ORH.2: Floor plan for Heritage Place Ground Floor (Click for larger version)

ORILLIA CAMPUS - ACADEMIC BUILDING

ACADEMIC BUILDING MAIN FLOOR



ACADEMIC BUILDING SECOND FLOOR



THUNDER BAY COMMUNITY AUDITORIUM

MAIN FLOOR

The Thunder Bay Community Auditorium has a Men's Washroom on the west side of the main lobby and a Women's washroom on the east side.

SECOND FLOOR

On the second floor, the Men's washroom in the West corner (above the Men's washroom below) has been reassigned as an All Gender washroom, and the Women's washroom on the east side remains.

Note: While the washroom is designated as All Gender, the urinals do remain and you must walk past them to access the stalls.



To **download this guide**, or any other resources shown, please visit our **Faculty of Education website** by scanning the QR Code provided.



October 2023