

**CITY OF TUMWATER  
POLICY MANUAL – PART 2: OPERATING POLICIES**

**SECTION 18  
GENDER EXPRESSION AND GENDER IDENTITY**

- 18.01 Purpose
- 18.02 Procedures

**18.01 Purpose**

The purpose of this policy is to establish the City of Tumwater’s requirements for operating discrimination-free facilities in compliance with state and federal laws against discrimination. The City shall, in compliance with state and federal law, allow individuals the use of gender-segregated restrooms, locker rooms and dressing rooms, consistent with the individual's gender expression or gender identity.

For purposes of City of Tumwater policy, gender expression, and gender identity means having or being perceived as having an identity, self-image, appearance, behavior, or expression which may be different from that traditionally associated with the sex assigned to that individual at birth.

**18.02 Procedures**

**Restroom, Locker Room, and Dressing Room Accessibility.**

Individuals, whether staff or members of the public, will be allowed to use restrooms, locker rooms, and dressing rooms that correspond to the individual’s gender identity and gender expression. No individual will be required to use a restroom or dressing room that conflicts with his or her gender expression or gender identity. The City also provides single occupant restrooms that can be used by any gender.

If an individual expresses concern or discomfort about a person who uses a restroom, locker room or dressing room that is consistent with the person’s gender expression or gender identity, the person expressing discomfort shall be directed to an alternative facility, if available.

**Participation in City Programs, Services, and Facilities.**

The City will provide every individual the opportunity to participate in City programs, services, and facilities in a manner that is consistent with their gender expression and gender identity.

**Staff Responsibility.**

This policy does not protect behavior that is criminal or inappropriate. If City employees have legitimate concerns about the safety and privacy of individuals related to their use of City facilities, employees shall immediately bring these concerns to the staff person in charge to determine an appropriate course of action. A privacy or safety issue should be immediate and reasonably foreseeable, not speculative.

Any individual, regardless of their gender expression or identity, who is behaving inappropriately in a City restroom, locker room, or dressing room, can be required to leave. Additionally, law enforcement should be called whenever criminal behavior is observed or suspected.