

SEX DESIGNATED FACILITIES

Definitions: For purposes of this policy, the terms "coach", "female", "male", "restroom" or "changing room", "school-sponsored activity", "sex" and "sleeping quarters" shall have the meanings as defined by W.S. 21-3-137.

Every multiple occupancy restroom and changing room in any building owned by Sheridan County School District #2 shall be designated for the exclusive use of the male sex or the female sex. Multiple occupancy sleeping quarters shall be designated for the exclusive use of the male sex or the female sex. Except as otherwise provided by this policy, every person shall use the restroom, changing room and sleeping quarters designated for that person's sex.

Any person who fails to use a restroom, changing room or sleeping quarters that is designated for that person's sex shall be subject to disciplinary action. Employees shall be subject to disciplinary action for failure to adhere to this Policy, up to and including termination or dismissal. Students who fail to adhere to this policy shall be subject to disciplinary action as outlined in the school handbook and/or policy. Visitors, guests, volunteers and others in District buildings who refuse to comply with this policy may be subject to removal from school district buildings and property.

A reasonable accommodation shall be made for any person who does not wish to use a multiple occupancy restroom, changing room or sleeping quarters designated for that person's sex. A reasonable accommodation shall include a single occupancy restroom, changing room or sleeping quarters. A reasonable accommodation shall not include access to a restroom, changing room or sleeping quarters that is designated for use by the opposite sex while persons of the opposite sex are present or could be present.

This policy shall not apply to persons entering a multiple occupancy restroom, changing room or sleeping quarters designated for use by the opposite sex when entering for at least one of the following reasons:

- a. For custodial, maintenance, repair or inspection purposes;
- b. To render emergency medical assistance;

- c. If a suitable meeting room or area is not available, a coach may enter a locker room before, during or after a school-sponsored activity, provided:
 - i. All students present are fully clothed;
 - ii. The coach shall be accompanied by not less than one (1) additional adult at all times;
 - iii. If the coach is the opposite sex of the students present, the coach shall be accompanied by at least one (1) adult that is not a student and who is of the same sex as the students present.
- d. For an adult to render assistance to any student or person requiring assistance because of disability or age;
- e. If a suitable meeting room or area is not available and the coach is the coach of a school-sponsored activity with members of both the male and female sexes on the team or in the activity, the coach may enter a locker room before, during or after the school-sponsored activity if all students are fully clothed. The coach shall be accompanied by not less than one (1) additional adult at all times who is not a student, but an additional adult shall not be required if members of the activity of both sexes are present in the locker room.
- f. To render caregiving assistance;
- g. To receive assistance if the person is accompanied by a family member, legal guardian or the person's designee who is a member of the designated sex for the single-sex restroom, changing room or sleeping quarters;
- h. When necessary to prevent a serious threat to public health or student safety during an ongoing natural disaster or emergency;
- i. When a school official or employee enters a restroom, changing room or sleeping quarters while in the performance of the official's or employee's official duties and who takes reasonable steps to ensure that no person in the room is in a state of undress;
- j. When a restroom, changing room or sleeping quarters has been temporarily designated for use by the opposite sex.

W.S. 21-3-137

21-3-110(a) (xliv)

First Reading: 5-5-25

Second Reading: 6-9-25