

353: Transgender Policy

1.0 Purpose

To establish policy and procedure to provide equal access to public community athletic programs and sports facilities.

2.0 Policy

The Des Moines Pool Metropolitan Park District is committed to operating a discrimination free facility in compliance with state and federal laws against discrimination. The District shall, in compliance with state law, allow individuals the use of the District's gender-segregated restrooms, locker rooms and dressing rooms, consistent with the individual's gender expression or gender identity.

3.0 Definitions

Gender Expression and Gender Identity: Means having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.

4.0 Procedures

Restroom, Locker Room and Dressing Room Accessibility

Individuals using the District's pool facilities will be allowed to use the restroom, locker room and dressing room that corresponds to the individual's gender identity and gender expression. No individual will be required to use a restroom, locker room or dressing room that conflicts with his or her gender identity or gender expression.

The District 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 a separate or gender neutral facility.

Participation in District programs

The District will provide all program participants the opportunity to participate in District programs in a manner that is consistent with their gender expression and gender identity.

5.0 Staff Responsibility

This policy does not protect behavior that is criminal or inappropriate. If Pool District staff have legitimate concerns about the safety or privacy of individuals as related to other individual's use of the restroom, locker room or dressing room, staff shall immediately bring these concerns to Ken Spencer, Aquatics Management Group President, shall communicate with the individuals involved to determine the appropriate course of action. Such privacy or safety issues should be immediate and reasonably foreseeable, not speculative. Anyone, regardless of their transgender status, who is behaving inappropriately in a restroom or locker room, can be required to leave. Additionally, law enforcement should be called whenever criminal behavior is observed or suspected.