



# City of Highland Park, Illinois

## BUSINESS ALERT

Issued By: City Manager's Office Date: March 30, 2016

### TARGET AREA

- ALL BUSINESS DISTRICTS
- BRIERGATE
- CENTRAL BUSINESS DISTRICT
- CROSSROADS
- GARRITY SQUARE
- OLD ELM
- RAVINIA/BRAESIDE
- SKOKIE HIGHWAY CORRIDOR
- TEMPLE AVENUE
- WESTERN AVENUE

### ALERT CATEGORY

- CONSTRUCTION
- PARKING
- GENERAL

### CONTACT INFORMATION

City of Highland Park  
City Manager's Office  
PHONE: (847) 926-1000

## City Considers Gender Neutral Signage for Restrooms

### All City Buildings with Single-Occupancy Restrooms to have Gender Neutral Signage

Mayor Nancy Rotering and City Council members will take final action to designate single occupancy restrooms as gender neutral within City facilities at their meeting on April 11, 2016. Local businesses will be encouraged to modify their single occupancy restrooms, but would not be required to do so.

Mayor Rotering requested the recommendation be considered by the City Council at the March 21, 2016 Committee of the Whole. The Council unanimously recommended additional measures should be taken to protect an individual's choice to use public restrooms that most closely align with their gender.

"This initiative was the result of conversations with a number of individuals in the community, particularly youth," stated Mayor Nancy Rotering. "I am proud to work with a team of elected officials and staff who are sensitive to the challenges and issues faced by individuals who do not identify with binary gender identities. This initiative builds on Highland Park's history of being a safe and welcoming community."

Pursuant to the Illinois Human Rights Act passed in 2015, it is illegal to prohibit access to public accommodations on the basis of a person's sexual orientation, gender identity or sex. The City's proposed policy will provide additional means for individuals through signage on single-occupancy restrooms in City buildings.

The Illinois Plumbing Code (IPC) requires that if there are two restrooms, one must be designated for men and the other for women. Outside of this requirement, the City will pursue new signage for single stall restrooms. The City is also working towards having this IPC requirement lifted for single stall restrooms.