



CIRCULAR

To: UJ Staff and Students
Date: 19 July 2023

From: Transformation
Subject: UJ Gender-Neutral Bathrooms

The University of Johannesburg (UJ), through the Commission for Gender Equality (CGE) 2019 audit report, was tasked to respond to several issues, including access and promotion of inclusion where women and Lesbian, Gay, Bisexual, Transgender, Intersex, Queer+ (LGBTIQ+) groups are concerned. In support of such recommendations, the Department of Higher Education and Training (DHET) availed additional funds to improve institutional infrastructure such as residences, teaching venues and the construction of universal bathrooms friendly to People with Disabilities (PWD) and gender non-conforming individuals, yet accessible to all individuals within the University.

In response to the CGE recommendations and mandate, post-COVID-19, the Transformation Unit and Facilities Management Division were tasked with conducting a general audit of the previously reserved facilities as part of the UJ Gender-neutral Bathrooms Project in 2019. During the site visits, the task team considered some concerns the UJ community members raised and expressed issues associated with the overall presentation and security at these facilities. The project will start with 12 bathrooms and additional bathrooms will be upgraded in the next phase should the need arise. Outlined below are the identified locations for Phase 1.

Campus	Areas Identified
Auckland Park Bunting Road Campus (APB)	Library, B Block, and J Block
Auckland Park Kingsway Campus (APK)	Library, A Ring 1, and D Ring 1
Doornfontein Campus (DFC)	Student Centre, John Orr Building (next to Library), Perskor Building
Soweto Campus (SWC)	Ukhamba Building, SWC Library and Bram Fischer

The Facilities Management Division has finalised plans and recommendations that can be considered for the construction or renovations of each facility per campus. Upon approval of the proposed project, additional consultations will occur with Protection Services to address any safety-related issues. Furthermore, a communication strategy will be developed to ensure the institution is informed as the project unfolds.

The University is committed to creating an inclusive institutional environment where its staff and students can study and perform their duties free from marginalisation. It is critical to note that such transformative imperatives contribute positively to Gender Equality, a core to the Sustainable Development Goals (SDGs).

For more information, contact the office of the COO:

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