

Restroom Conditions & Equity Projects

- Vandalism
- Single -sex Restrooms
- Menstrual Equity Law



Vandalism

- ▶ Number of vandalism work orders July 1 - March 12, 2024
 - ▶ 248 work orders (specifically identified w/ a budget code of “vandalism”).
 - ▶ Estimated number of events is significantly higher, but not captured in the current CMMS data.
- ▶ Data Trend
 - ▶ Highest category: High Schools 28%
 - ▶ Top three: Wilbur Cross, Mauro-Sheridan, Ross-Woodward
 - ▶ HS with highest cost of repairs: Metropolitan Business Academy

Vandalism



Vandalism



Vandalism



Single-sex Restrooms

- ▶ Civil Rights Protections and Supports for Transgender or Gender-Diverse Students (*Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964, and CGS Sec. 10-15c*)
 - ▶ Gender-diverse students will have access to single-sex restrooms.
- ▶ NHPS Approach
 - ▶ Identify and label one or two single-person bathrooms as “Unisex” or “Gender-neutral” for gender-diverse students.
 - ▶ Gender-diverse students may also utilize the restrooms in nursing offices and school based clinics.
 - ▶ Restroom identification will be selected in conjunction with school administration.
 - ▶ Recommendation is to select restrooms close to the main office.

Menstrual Equity

- ▶ References
- ▶ School Requirements
- ▶ School Coordinator
- ▶ Informational Flyer Posting
- ▶ Estimated Product Use (DPH Guideline)
- ▶ Estimated Cost to NHPS



References

- ▶ State of Connecticut Public Act No. 23-160, Sec. 10.
- ▶ DPH Guidance and FAQ: Menstrual Equity in Connecticut Public Schools.



What is Period Poverty?

- ▶ Period poverty refers to the lack of access to menstrual products, menstrual health education, hygiene management, waste facilities or any combination of these barriers.
- ▶ Period poverty impacts students of all ages in Connecticut and their families.
- ▶ Period poverty disproportionately impacts low-income students and students of color. In addition to the educational impact of period poverty, students may face social, emotional, and mental health impacts particularly when menstruation leads to stigma or bullying.
- ▶ Menstrual equity means addressing period poverty in a way that removes economic barriers by providing resources equitably according to student need and uplifts all students by ensuring they never have to miss school due to their period.

School Requirements

- ▶ In order to comply with this law, schools must ensure products are available not just at the nurse's office.
- ▶ Students must be able to access products discreetly and independently.
- ▶ At least one school staff member should be assigned as the coordinator. who will be responsible for coordinating the implementation of the menstrual equity requirements.
- ▶ Connecticut public schools serving students in grades 3 through 12 must install coin-free dispensers or otherwise provide free access to a selection of menstrual products in:
 - All girl's restrooms
 - Any all-gender restrooms
 - One boy's restroom per school

School Coordinator

- ▶ The coordinator serves as the contact person for any restocking concerns, for developing engagement and dialogue with the student body and broader school community to ensure effective implementation, and for responding to student concerns.
- ▶ This coordinator will also be responsible for ensuring teachers, operations managers, custodial staff and school administrators are knowledgeable about the goals and implementation of the law, and will maintain communication with such staff to ensure continuously adequate supplies of products as required by the law.



Informational Flyer Posting

- ▶ A one-page flyer should be posted in a visible location in every bathroom.
- ▶ Schools may use the DPH templates or create their own.
- ▶ Should be tailored to the suitable age range (DPH offers templates at two reading levels, elementary level and middle/high school level) and should specify the obligation to provide a range of products free of charge in a safe and private location.
- ▶ Should include the name and contact information for the coordinator for each school.

Estimated Product use per student per month

Number of Students	Range of Daily Products	Range of Monthly Products
1	4-6	96-504
100	400-600	960-5040
1000	4,000-6,000	96,000-504,000
5000	20,000-30,000	480,000-2,520,000

** Estimates within the Guidance and FAQ: Menstrual Equity in Connecticut Public Schools



Estimated Costs to NHPS

- ▶ Initial start-up
 - ▶ \$350,000 to \$400,000
 - ▶ Dispensers, receptacles, and menstrual products.
- ▶ Product refill per FY
 - ▶ \$60,000
 - ▶ Menstrual products and liner bags.



Questions?



NEW HAVEN PUBLIC SCHOOLS



Memorandum

Date: 21 March 2024

From: Jamar Alleyne

To: Dr. Negron

CC: T. Lamb, Dr. Finley, L. Hopkins

RE: Restroom Equity

New Haven Public Schools district is committed to providing a safe and comfortable learning environment for all students free from discrimination based on sex, sexual orientation, and gender identity or expression. In keeping with that commitment, the Facilities Operations Department is developing strategy to meet the requirements of the United States Department of Education's Office for Civil Rights (OCR) interpretation of Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964, Connecticut General Statutes (CGS) Sec. 10-15c, and the Connecticut Menstrual Equity Law for the availability of unisex restrooms for gender-diverse students and the availability of menstrual products.

A Restroom Conditions and Equity Projects presentation was given during the 18 March Finance and Operations Committee meeting highlighting the requirements and the Facilities Operations Department's strategic approach to compliance. This will be a combined effort that will enlist school administrators, school nurses, and designated diversity, equity, and inclusion (DEI) coordinators.

Main points of the presentation on requirements and approach are as follows:

Unisex Restrooms:

- Identify and label one or two single-person bathrooms as "Unisex" or "Gender-neutral" for gender-diverse students.
- Gender-diverse students may also utilize the restrooms in nursing offices and school-based clinics.
- Restroom identification will be selected in conjunction with school administration.

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- Recommendation is to select restrooms close to the main office.

Menstrual Equity:

- To comply with this law, schools must ensure products are available not just at the nurse's office.
- Students must be able to access products discreetly and independently.
- At least one school staff member should be assigned as the coordinator. who will be responsible for coordinating the implementation of the menstrual equity requirements.
- Connecticut public schools serving students in grades 3 through 12 must install coin-free dispensers or otherwise provide free access to a selection of menstrual products in:
 - All girl's restrooms
 - Any all-gender restrooms
 - One boy's restroom per school

For questions or concerns regarding this memorandum please contact Jamar Alleyne, Executive Director of Facilities, at jamar.alleyne@new-haven.k12.ct.us or 475-220-1631

Jamar Alleyne
Executive Director, Facilities