

Provide accessible, gender-neutral toilets

A suggestion for implementing the strategy
'Address immediate environmental, physical
and social needs' from the Guide: [LGBTQIA+
students](#)

-
- Includes:**
- Understand threats to wellbeing
 - Ask students about their experiences
 - Invest in inclusive signage options
 - Useful resources

Inclusive Education

From

Guide: [Supporting LGBTQIA+ students](#)

Strategy: [Address immediate environmental, physical and social needs](#)

Suggestion: [Provide accessible, gender-neutral toilets](#)

Date

09 July 2026

Link

inclusive.tki.org.nz/guides/supporting-lgbtqia-students/provide-accessible-gender-neutral-toilets

Understand threats to wellbeing

Design toilets with physical and emotional safety in mind.

Many LGBTQIA+ students:

- have experienced verbal slurs relating to gender identity
- are worried about threats of physical harm or harassment
- feel uncomfortable getting changed in front of others
- are unable to access a space aligned to their gender identity
- “hold on” or have to travel longer distances to get to assigned safe spaces
- need to change in spaces with peers who have caused harassment.

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Ask students about their experiences

Consider the impact of student experiences on learning. Ask them how you can help.

When I was about nine I had an incident at school where another girl said,

“Aren’t you in the wrong toilets?”

So I stopped using toilets in public altogether.

It was such an awkward experience and I didn’t want to repeat it so I just stopped drinking water and went to the toilet at home.

14-year-old trans student

Source:

[ABC News 4 April, 2017. For some transgender students, the school bathroom is a battleground](https://medium.com/abc-news-australia/for-some-transgender-students-the-school-bathroom-is-a-battleground-1e219a1ef040)
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Invest in inclusive signage options



Source:

GenderNeutral.co.nz

[View full image \(21 KB\)](#)

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Useful resources



Toilet Reference Designs for School Buildings in New Zealand: Toilets

The Toilet Reference Design Guide for New Zealand schools will help design teams and schools to design new toilets. Whilst the main intended users of this document are property professionals, Boards of Trustees and other people who make decisions about school property may also find it useful.

Publisher: Ministry of Education NZ

[Visit website](#)



Compliance document for New Zealand building code clause G1 personal hygiene – second edition

Read time: 46 min

This document sets out the New Zealand Building Code requirements for personal hygiene facilities.

Publisher: Department of Building and Housing

[Visit website](#)



School installs toilet for transgender pupil, aged 6

Article about a primary school installing a unisex toilet to help a child feel safe and accepted at school. New Zealand Herald May 2016.

Publisher: New Zealand Herald

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