



For Immediate Release
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Contact: President Andy Waity, 608-257-0491
awaity@madisonteachers.org

MTI Supports Equal Restroom Access for MMSD Students & Staff *Demands District Expand Anti-Discrimination Policies to Include Staff*

TODAY, Madison Teachers Inc. oppose the Madison Metropolitan School District (MMSD) directive to Frank Allis Elementary school staff to limit their use of restroom facilities to the single person restroom.

The Madison Teachers Incorporated Equity and Diversity Committee, and the MTI Board of Directors, stand with Vica Steel and all our transgender, gender non-binary, lesbian, gay, bisexual, queer or questioning, intersex, and asexual or allied (LGBTQIA) staff. MTI supports staff's and students' right to fully exercise their individually identified expression in an environment free from discrimination of any kind.

MTI requests/demands the MMSD:

- **Include and honor its current protective non-discriminatory policies** ([#1.02](#), [#8012](#));
- **Add language to also include staff** in the MMSD Guidance & Policies to Support Transgender, Non-binary & Gender Expansive Students;
- **Create space to hear from all staff including LGBTQAI staff** and **repair harm** regarding restrictive restroom access for staff; and
- **Create space for staff voices in any future policy development.**

MMSD does not have a district-wide policy which restricts staff restroom use. It is common practice for adults to use multi-stall restrooms, any policy directing staff at schools employing transgender identifying staff is clearly targeted and violates the district's commitment to inclusive, welcoming and discriminatory free environments. MTI believes LGBTQAI and all staff should have an opportunity to weigh in on discussions and be included in decisions regarding implementing changes to restroom facilities.

MTI is committed to supporting staff members as they work to provide an educational climate that is inclusive, safe and values the many diverse facets of both our educational community and the greater community that we serve. There is ample evidence that valuing the worth and dignity of professional educators improves the quality of service they provide our students and families. **Our working conditions are our students' learning conditions.**

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