

Fresno Regional Workforce Development Board

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Blake Konczal, Executive Director

Information Bulletin

FRWDB IB # 02-22

Date Released: October 11, 2022

To: All Fresno Regional Workforce Development Board Providers of Services

From: Blake Konczal, Executive Director

Effective Date: October 11, 2022

Subject: Workforce Connection Public Restrooms – Gender Usage

Applicable Program: All

Revision History: Initial Release

To comport with Department of Labor (DOL) TEGL 37-14, released on May 29, 2015, this Information Bulletin formally documents the Fresno Regional Workforce Development Board's (FRWDB) guidance for gender usage of the public restrooms at all Workforce Connection One-Stops in Fresno County.

As outlined in TEGL 37-14, Attachment 2, the FRWDB's One Stop locations must allow access to a bathroom based on their gender identity:

"All customers must be able to access restrooms consistent with their gender identities. The decision as to which restroom to use should be left to the individual to determine the most appropriate and safest option for them. Restricting customers and employees to using only restrooms that are not consistent with their gender identity, or segregating them from other workers by requiring them to use gender-neutral or other specific restrooms, singles those individuals out and may make them fear for their physical safety. Bathroom restrictions can result in customers and employees avoiding using restrooms entirely while at work, which can lead to potentially serious physical injury or illness."

Please address any questions to the FRWDB's Equal Opportunity Officer.