



## CITY OF WILLIAMS LAKE COUNCIL REPORT

**DATE OF REPORT:** March 20, 2024  
**DATE & TYPE OF MEETING:** April 24, 2024 Joint Committee Meeting  
**AUTHOR:** Stacey Miranda, Director of Community Services  
**SUBJECT:** UNIVERSAL CHANGEROOM AT WEST FRASER AQUATIC CENTRE  
**FILE:** 7900-10-03

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### Recommendation

That the Central Cariboo Joint Committee receive this report for information.

### Purpose

The purpose of this report is to share the upcoming change from a family changeroom to a universal changeroom and explain the procedures for use of the changeroom. A universal change room is an accessible space for everyone. The space is accessible to people with reduced mobility and allows people of all gender identities, parents, caregivers, and groups (schools, day camps, daycare, etc.) to be together in the same space.

### Discussion

#### Background

Universal Changerooms provide a safe, inclusive change option for all patrons in the Cariboo Memorial Recreation Complex. The Universal Changeroom aims to create an accessible space for all patrons of all abilities, gender identities and religions. These larger change areas also provide a safe option for those who require more space or have larger groups to accommodate.

An excellent YouTube video for further information is: [Universal change room - University of Alberta \(youtube.com\)](https://www.youtube.com/watch?v=...)

The CMRC will be utilizing the following guidelines for the use of the universal change room:

- Patrons are required to remain clothed unless in a private change cubicle, shower, or bathroom stall.
- No nudity is permitted in open areas.
- All lockers within the universal change room are DAY USE ONLY. A fine will be charged for items left overnight.
- Photography and video recording are strictly prohibited.
- Ensure that all personal belongings are secure at all times. The Cariboo Memorial Recreation Complex is not responsible for lost, stolen, or damaged items.
- Please report any suspicious activities to a staff member immediately.
- Please be respectful of those around you and the facility.

**Analysis**

Bill C-16

Summary:

This enactment amends the *Canadian Human Rights Act* to add gender identity and gender expression to the list of prohibited grounds of discrimination.

The enactment also amends the *Criminal Code* to extend the protection against hate propaganda set out in that *Act* to any section of the public that is distinguished by gender identity or expression and to clearly set out that evidence that an offence was motivated by bias, prejudice or hate based on gender identity or expression constitutes an aggravating circumstance that a court must take into consideration when it imposes a sentence.

**Canadian Human Rights Act**

1998, c. 9, s. 9; 2012, c. 1, s. 137(E)

1 Section 2 of the *Canadian Human Rights Act* is replaced by the following:

*Purpose for the changes to the Act*

2 The purpose of this Act is to extend the laws in Canada to give effect, within the purview of matters coming within the legislative authority of Parliament, to the principle that all individuals should have an opportunity equal with other individuals to make for themselves the lives that they are able and wish to have and to have their needs accommodated, consistent with their duties and obligations as members of society, without being hindered in or prevented from doing so by discriminatory practices based on race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

As a public facility, we are responsible to ensure we are inclusive when providing services. One of those services include access to change in our facilities. To ensure safe, appropriate change areas, the CMRC will be changing the Family Change room into a Universal change room. This does not exclude families from entering the change room but does identify expectations of patrons utilizing this change area.

Both facility lobbies have male/female washrooms and are currently not changing in nature. The pool facility will still have male/female change room options for use by patrons. Many patrons, of any gender, currently have access and utilize the family change room. The name change educates the patrons regarding who may be in the change room. We will monitor the situation and have set a standard of expectations and guidelines for using this change area.

**Financial Considerations (Cost and Resource Allocation)**☐ Yes☒ N/A**Legislative Considerations (Applicable Policies and/or Bylaws)**☒ Yes: Bill C-16 and the ability to continue to serve our community is creating access to programs and services.☐ N/A

**This project aligns with the following Focus Areas of Council's Strategic Plan:**

- ☒ Collaboration and Partnerships
- ☒ Indigenous Relations
- ☒ Livability / Positive Atmosphere
- ☐ Housing
- ☐ Infrastructure
- ☒ Organizational Effectiveness

OR

- ☐ *\*Core Service (not identified in Focus Areas, but necessary local government function)*

**This report has been prepared in consultation with:**

- Gary Muraca, Chief Administrative Officer, City of Williams Lake

**Approved for Agenda by:**

Chief Administrative Officer

Respectfully submitted,

Stacey Miranda  
Director of Community Services

**ATTACHMENTS:**

**Attachment A – Guidelines for using the Universal Change Room**

**Attachment B – Frequently Asked Questions**

**Research sites:**

[Government Bill \(House of Commons\) C-16 \(42-1\) - Royal Assent - An Act to amend the Canadian Human Rights Act and the Criminal Code - Parliament of Canada](#)

[Bill C-16: An Act to amend the Canadian Human Rights Act and the Criminal Code \(justice.gc.ca\)](#)

[Canada's gender identity rights Bill C-16 explained | CBC Docs POV](#)

[Egale explains Bill C-16 \(youtube.com\)](#)