



## Memorandum

Date: July 30, 2018  
From: Monica Grant, CEO  
To: Y Staff and Members  
Re: Addition of new family restrooms to facility

Dear Y staff and members:

I wanted to share more specific information with you regarding the addition and construction of two new restrooms that will be going into the front of our facility. These restrooms are designed to be family friendly, ADA compliant and also gender neutral.

As membership has grown at our Y over the past five years, we need more restrooms. Based on feedback we have received from members and staff, we have assessed that the current layout of our restrooms and locker rooms are not ideal for small children and families for a variety of reasons. They are also not ideal for our members and staff with physical disabilities, and those who identify as transgendered.

The Y is committed to creating a safe and inclusive environment for our staff and members to thrive. Thanks to the support from some key donors, we have been able to add these new restrooms to our current remodel plan.

Some individuals have expressed concerns about the addition of these new restrooms. One of these concerns has been posted in the facility several times. I would like to remind everyone of the procedure for submitting suggestions: please hand to a staff member or place in the suggestion box. The Y's code of conduct does not tolerate harassment of our staff, or members. These continued postings could be considered a form of harassment. We are requesting that everyone is respectful to others feelings and ask that suggestions are submitted appropriately.

If you have additional questions or concerns regarding the remodel, please contact April Lewallen, our COO, or me directly. I appreciate your patience during the construction process as we improve our Y.

Thank you!