

# Access to Campus Restrooms:

## Frequently Asked Questions for Employees About Senate Bill 8

December 4, 2025

### 1. Overview

Senate Bill 8 was signed into law on September 22, 2025, and will take effect on December 4, 2025. Senate Bill 8 is located in Chapter 3002 of the Texas Government Code.

Under this law, every public entity in Texas, including school districts and community colleges, must designate every multi-occupant restroom, locker room, changing room, shower, and similar private space as exclusive to biological females or biological males.

Each public entity must take “every reasonable step” to ensure that people do not use a restroom that does not correspond to their biological sex.

The law imposes financial penalties on institutions that violate Senate Bill 8. An institution that violates this law is liable for a civil penalty of \$25,000 for the first violation and \$125,000 for the second or a subsequent violation. Each day of a continuing violation constitutes a separate violation.

San Jacinto College is required to follow the law. It remains committed to providing a learning and working environment where all people are treated with dignity and respect, including when they are using restrooms and other private spaces. San Jacinto College is committed to providing access to facilities where all students, employees, and visitors may tend to their personal needs.

### 2. How does Senate Bill 8 define biological sex?

The law defines “female” as a person who has, will have, or previously had a reproductive system that produces eggs for fertilization. It also includes a person who “would have had” such a system but for a birth defect.

The law defines “male” as a person who has, will have, or previously had a reproductive system that produces sperm for fertilization. It also includes a person who “would have had” such a system but for a birth defect.

### **3. Which facilities are affected?**

The law applies to every multi-occupant “private space” in each building that the district “owns, operates, or controls.”

A “multiple-occupancy private space” means a facility designed for simultaneous use by more than one individual and in which individuals “may be in a state of undress in the presence of another individual.” The term expressly includes a restroom, locker room, changing room, or shower room. A multi-occupant private space is covered by the law regardless of whether curtains or partial walls are available to provide privacy.

### **4. May a school maintain a multi-occupant restroom that is open to all sexes, provided that sex-segregated facilities also are available?**

No. If a private space is multi-occupant, then it must be designated as male or female.

### **5. Are gender-neutral restrooms allowed?**

Yes. Senate Bill 8 allows a public school or college to maintain single occupant restrooms, also known as unisex or universal restrooms or family restrooms. These restrooms may be used by any person without regard to sex. These restrooms also may be used by individuals who need the assistance of another person while using the facility. These restrooms have a lock.

A map identifying the locations of all single occupant restrooms in district buildings is available at [SanJac.edu/Transparency/Facility](http://SanJac.edu/Transparency/Facility).

### **6. Does Senate Bill 8 allow individual accommodations?**

The law allows an institution to adopt a policy necessary to accommodate an individual with a disability, a young child, or an elderly individual who requires assistance when using a multiple-occupant private space. Associated policies and procedures may be found at [sanjac.edu/about/policies-procedures](http://sanjac.edu/about/policies-procedures). Senate Bill 8 prohibits granting an accommodation to a person who seeks to use a multi-occupant private space that is opposite to the individual’s biological sex.

Employees with questions about accommodations should contact the Human Resources department. Their contact email is [HRBenefits@sjcd.edu](mailto:HRBenefits@sjcd.edu).

## **7. May a child enter an opposite-sex bathroom if they are with their opposite-sex parent?**

A child who is 9 years old and under may enter an opposite-sex facility when accompanied by their parent or caregiver. A child who is 10 years old and older must use the restroom that corresponds to the child's biological sex *or* a unisex/family restroom.

## **8. What can an individual do if they work or take classes in a building without any gender-neutral restrooms?**

Check the College website at [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility) for locations of unisex or family restrooms across all campuses.

## **9. Are there any exceptions that would allow someone to enter an opposite-sex restroom?**

Yes, the law provides several exceptions. The law allows a person to enter a single-sex facility for the following reasons:

- for a custodial, maintenance, or inspection purpose
- to render medical or other emergency assistance
- to accompany an individual who needs assistance in using the facility
- for a law enforcement purpose
- to render assistance necessary to prevent a serious threat to proper order or safety.

In addition to the above exceptions, a child who is 9 years old and under may enter an opposite-sex facility when accompanied by their parent or caregiver. A child who is 10 years old and older must use the restroom that corresponds to the child's biological sex or may use a unisex/family restroom.

## **10. How can I perform my job if I cannot enter a restroom or other facility designated for the opposite sex?**

As stated in response to Question No. 9, the law includes several exceptions, including exceptions for employees whose job duties require them to perform a custodial, maintenance, or inspection task; to render medical or other emergency assistance; to perform a law enforcement activity; or to render assistance necessary to prevent a serious threat to proper order or safety. Employees with specific questions about the impact of Senate Bill 8 on their job duties should speak with their immediate supervisor.

## **11. What should an individual do if they have a concern about privacy or safety in the restroom, such as a concern that a person is using a restroom designated for the opposite sex?**

An individual with concerns about privacy, safety, or violations of the law should contact [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility) and submit an FUPC Concern. Individuals also may submit a report with the respective campus Dean of Administration. Contact information for their respective offices can be found at [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility).

If someone believes they are in danger, they should contact campus police at campus phone 5555, cell phone 281-476-9128 (24/7 Police Dispatch), or 911 for emergencies.

For the safety of all restroom users, the college discourages confrontations inside a restroom. In addition, to ensure safety and privacy in restrooms, locker rooms, and other private spaces where people may be in a state of undress, San Jacinto College prohibits photography and audio recording inside these locations. Additional information is available at [sanjac.edu/about/policies-procedures/III-3006-A-a-Use-of-Recording-Devices-by-Employees-and-Students.pdf](http://sanjac.edu/about/policies-procedures/III-3006-A-a-Use-of-Recording-Devices-by-Employees-and-Students.pdf).

Any individual who is not comfortable using a multi-occupant facility may use any unisex/family restroom on campus. A listing of these facilities is available at [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility).

## **12. What should an employee do if they receive a complaint or witness a violation?**

All employees are responsible for helping to maintain a welcoming and comfortable environment for all members of our community. If an employee receives a report or learns of or suspects a violation of law or college policies, the employee should promptly contact the campus Dean of Administration. Contact information for this office can be found at [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility).

No employee may ask or direct any person to remove clothing or to reveal a portion of their body that is covered by clothing. Bodily inspections are prohibited.

It is imperative that all valid complaints be recorded and reviewed in a timely manner. Employees should elevate any concern to their leader if they are not able to register the concern with the prescribed FUPC process.

### **13. What should a person do if they feel harassed inside a restroom?**

The college is committed to providing safe and comfortable facilities for all students, faculty, staff, and visitors. Any person who believes that they are being subjected to harassment or discrimination of any kind should report their concern so that it can be addressed. Employees and visitors should contact their respective Dean of Administration. Contact information for these offices can be found at [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility). If someone is in danger, they should contact campus police at campus phone 5555, cell phone 281-476-9128 (24/7 Police Dispatch), or 911 for emergencies.

Individuals who believe that they are being subjected to discrimination or harassment on the basis of sex should report to the Title IX Coordinator. Contact information for this office can be found at [sanjac.edu/transparency/facility](http://sanjac.edu/transparency/facility).

### **14. How will the College investigate alleged violations?**

The college will investigate alleged violations in accordance with policy and procedure. These may be found at [sanjac.edu/about/policies-procedures](http://sanjac.edu/about/policies-procedures).

### **15. Campus Resources for Further Information**

Students with remaining questions about this guidance may contact the Facilities Services department. Their contact email is [facilities.services@sjcd.edu](mailto:facilities.services@sjcd.edu).