

Legislative Analysis



STUDENT RESTROOM PRIVACY ACT

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4024 (proposed substitute H-1)

Sponsor: Rep. Joseph Fox

Committee: Education and Workforce

Complete to 8-27-25

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4024 would create a new act, called the Student Restroom Privacy Act, which would require that an *educational institution* require every *multiple occupancy restroom or changing area* to be used by individuals based on the individuals' *sex*.

Educational institution would mean a public educational institution or a separate school or department of a public educational institution. This would include an academy, college, elementary or secondary school, extension course, kindergarten, nursery, local school system, or university; a business, nursing, professional, secretarial, technical, or vocational school; an educational institution that receives funds from the state; or an agent of an educational institution.

Multiple occupancy restroom or changing area would mean an area in an educational institution designed or designated to be used by more than one student at a time, where students may be in various stages of undress in the presence of other students or individuals. This would include a restroom, locker room, changing room, or shower room.

Sex would mean the biological indication of male or female, as listed on an individual's original birth certificate that was issued at or near the time of the individual's birth.

The above requirement would not apply to an individual who enters a multiple occupancy restroom or changing area designated for use by the opposite sex if the individual enters under any of the following circumstances:

- For custodial purposes.
- For maintenance or inspection purposes.
- To render medical assistance.
- To accompany a student needing assistance if the assisting individual is an employee of the educational institution or the student's parent or legal guardian or authorized caregiver.
- To receive assistance in using the area.
- When the multiple occupancy restroom or changing area has been temporarily designated for use by those of the individual's sex.

FISCAL IMPACT:

The bill would have no fiscal impact on the state and could create costs for traditional school districts, public school academies (PSAs), intermediate school districts (ISDs), community colleges, and universities.

Districts, PSAs, ISDs, community colleges, and universities that do not already require every multiple occupancy restroom or changing area to be used based on an individual's assigned sex at birth may incur administrative costs to do so. These costs would likely be absorbed using existing staff time.

Legislative Analyst: Josh Roesner
Fiscal Analysts: Jacqueline Mullen
Perry Zielak

■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.