



Conduct of Engineering Request for Variance or Alternate Method

To display the *VAR Request Metadata* pane for this document, click **File > Info > Properties > Show Document Panel.**

1.0 General

1.1 Document Number: VAR-10526	1.2 Revision: 0				
1.3 Brief Descriptive Title: Gender-Neutral Restroom Addendum to ESM and TSM					
1.4 Affected Program: Engineering Standards	1.5 Request Type: Variance				
1.6a Affected Tech Area 99	1.6b Affected Buildings Sitewide				
1.7 Requestor: Eng, Arnold Jesse Organization: PIE-2					
1.8 Revision History <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Revision Number</th> <th style="text-align: left; border-bottom: 1px solid black;">Changes and Comments</th> </tr> </thead> <tbody> <tr> <td style="padding-left: 20px;">0</td> <td>Initial issue.</td> </tr> </tbody> </table>		Revision Number	Changes and Comments	0	Initial issue.
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0	Initial issue.				

2.0 Affected Conduct of Engineering Program/Documents

2.1 Affected "P" Document: P342 Engineering Standards If against the P document itself, revision (or N/A): <p style="text-align: center;">N/A</p>	2.2 Subordinate or related document(s) [AP, master spec, LANL ESM chapter & section; or code, Order, standard, etc.]: Document Title/No.: ESM STD-342-100; Chapter 4 Architectural, Section C Interior Revision 4 Document Title/No.: Tailored Stds Manual (TSM) STD-342-600 Revision 0 Document Title/No.: <i>Enter text..</i> Revision <i>Enter text..</i>
2.3 Section/Paragraph: ESM: C1030 FITTINGS/3.0; TSM Chapter 4 – Architectural	
2.4 Specific Requirement(s) as Written in the Document(s): 3.0 PLUMBING FIXTURES A. MINIMUM plumbing fixture counts shall be determined in accordance with the Uniform Plumbing Code listed as "for employee use" (ref. UPC Table 4-1). Any and all occupancy types can involve circumstances that present justification for exceeding the minimum and the users' input shall be obtained in determining whether the UPC minimum will be adequate.	

TSM's Chapter 4 -- Architectural is silent on restrooms, but does state the following, and which this Variance supports:

A. Architectural Design Philosophy

1. The vision for the physical development of the Laboratory is to create an exceptional work environment that supports its mission, and attracts and retains the quality personnel needed to meet that mission. Using the standard of a world-class working environment the Laboratory sets out to revitalize and develop its facilities and infrastructure in a manner that improves and upholds the functionality, safety, security, appearance and life cycle effectiveness of the built environment. ...

2.5 Contractual, preference, or other basis for requirement in 2.4:

In the ESM, other than the contractual basis for following the UPC, the need to incorporate users' input is a LANL preference (good practice).

2.6 Type of VAR from ESM Chap 1, Z10 [*Applies only to standards variances*])

Type 2

2.7 Discipline

Architectural

3.0 Request Information & Comments

3.1 NCR required (work has occurred)? **No**

If Yes, NCR Number: [Enter text.](#)

3.2 System/Component Affected

OpSystem Acronym & Name **WSTWTR - Waste Water**

System Number or Name **SWP**

3.3 Highest ML Level

ML-4

3.4 Proposal with Justification/Compensatory Measures:

Proposed

For ESM (C1030 FITTINGS, PARAGRAPH 3.0 PUMBING FIXTURES):

Revise Paragraph A to state:

- A. Minimum plumbing fixture counts shall be per the Project code of record. Guidance: *At time of writing, ESM Ch. 1 Z10's "most stringent" rule dictated that the UPC counts, and not the NM Admin Code's reduction of same, must be followed. Project circumstances may warrant exceeding even the UPC and the users' input should be sought.*

Add NEW Paragraph C:

C. Gender-neutral: For new facilities, additions that add restrooms, reconfiguration of existing restrooms (an IEBC Level 2B Alteration), and IEBC Level 3 Alterations:

1. Wherever separate male/female restroom facilities are provided, at least one (1) all-gender/gender-neutral (GN/all-access) restroom facility shall also be provided.
 - a. They shall be in the same general area as the male/female facilities to the extent practical (wayfinding signage as appropriate).
 - b. GN restrooms shall also comply with ADA/ABA provisions and signage shall reflect the GN and ADA characteristics.

- c. Amenities provided in male or female restrooms shall also be provided in GN restrooms including but are not limited to bathroom accessories, showers/bathing, lockers, and mirrors.
- d. Plumbing fixture total count shall be in accordance with applicable codes at a minimum and may exceed the code minimum in response to unique project requirements. The ratio of fixture count assignments shall be 45% male, 45% female, and 10% GN equaling 100% of the total occupant load served. Alternatives ratios (based on unique project circumstances) requires LANL Building Official approval.

For TSM: Add new Chapter 4 paragraphs with same wording as "A" and "C" above.

Justification

Regarding gender-neutral, LANL is committed to inclusivity for all employees. It has and is replacing single-user restroom signage with unisex or gender-neutral placards in appropriate locations. This addendum, which is supported by ALDFO management, will ensure that opportunities to provide gender-neutral restrooms in new construction are utilized. The 2021 IBC, which LANL expects to adopt in late 2022, includes expanded gender-neutral provisions that underpin this approach.

New paragraph A wording on total fixture counts is a more streamlined and direct approach to achieving compliance and success.

3.5 Attachments

Document Title or Description [Enter text...](#)

3.6a Project ID
N/A

3.6b: Project Name
N/A

3.6c: Code of Record Date
N/A

3.7 Duration:
Lifetime

3.8a If Finite Period, Start Date:
[Click to enter a date.](#)

3.8b End Date:
[Click to enter a date](#)

3.8c Provide the PFITS number for tracking removal/correction: [\[PFITSNum\]](#)

3.9 USQD/USID required (Nuclear, High/Mod Hazard)? **No**
If Yes, USQD/USID Number [Click here to enter text.](#)

3.10 QA Review for process change matters potentially affecting LANL's NQA-1 implementation
Is a QPA Determination required?: **No** If **Yes**, then: [Choose an item.](#)
QPA Comments: [Enter text..](#)

3.11 POC Determination: **Accept**
POC Comments: [Enter text..](#)

3.12 Management Program Owner's (SMPO) Approval for P341 and APs; P342, ESM, ML-1 and -2, and Contract Matters; and P343

SMPO Determination: **Accept**
Comments: [Enter text..](#)

4.0 Participant Signatures **NOTE:** DO NOT ADD NAMES FROM WITHIN WORD! Save and close the form first, then do 1-4 below:

1. From the SharePoint library, select the document, then click the **ellipsis (...)** in the second column; a small dialog appears
2. In the small dialog click the **ellipsis** again
3. Click **Edit Properties** and check out the document if prompted to Enter names using the controls provided, then **Save**

<p>4.1 POC (Management Program Owner's Representative):</p> <p>Richardson, Scott C</p>	<p>Organization ES-EPD</p>	<p>Signature</p>
<p>4.2 Facility Design Authority Representative</p> <p>[FDARName]</p> <p>FDAR signature not required <input checked="" type="checkbox"/></p>	<p>Organization Enter text..</p>	<p>Signature</p>
<p>4.3 LANL Owning Manager (FOD or R&D/Program)</p> <p>[FODorPrgmMgrName]</p> <p>FOD or Program Manager signature not required <input checked="" type="checkbox"/></p>	<p>Organization Enter text..</p>	<p>Signature</p>
<p>4.4 Quality Reviewer's Name:</p> <p>[QPAName]</p> <p>QPA review/signature not required <input checked="" type="checkbox"/></p>	<p>Organization Enter text.</p>	<p>Signature</p>
<p>4.5 Safety or Security Management Program Owner's Approval for P341 and APs; P342, ESM and Contract Matters; and P343</p> <p>Apperson, Jason Wesley</p> <p>SMPO signature not required (Type 1 variance) <input type="checkbox"/></p>	<p>Organization ES-DO</p>	<p>Signature</p>
<p>4.6 Additional Signer 1</p> <p>[AdditionalSigner1]</p> <p>Role: Enter text.</p>	<p>Organization Enter text.</p>	<p>Signature</p>
<p>4.7 Additional Signer 2</p> <p>[AdditionalSigner2]</p> <p>Role: Enter text.</p>	<p>Organization Enter text.</p>	<p>Signature</p>
<p>4.8 CoE Administrator Signature</p> <p>Salazar-Barnes, Christina L</p> <p>NOTE: The CoE Admin is always the last signature placed on this document. The date of that signing is the date of this document.</p>	<p>Signature</p>	