

**WAC 296-800-23020 Provide bathrooms for your employees.**

**Exemption:** You do not have to provide bathrooms:  
For mobile crews or at work locations not normally attended by employees, if there is transportation immediately available to nearby bathrooms that meet the requirements of this section.

(1) You must provide bathrooms with the appropriate number of toilets for your employees at every workplace based on Table 1.

(2) You must have an appropriate number of toilets for each gender, based on the number of male and female employees at your workplace.

For example, if you have thirty-seven men and seventeen women, you need to have three toilets for the men and two toilets for the women, based on Table 1.

(3) You must make sure each toilet is in a separate compartment with a door and walls or partitions for privacy.

**Table 1**  
**Required Number of Employee Toilets at**  
**Every Workplace**

<b>Maximum Number of Employees Present at Any One Time During a Shift</b>	<b>Minimum Number of Toilets Required</b>
1 to 15	1
16 to 35	2
36 to 55	3
56 to 80	4
81 to 110	5
111 to 150	6
Over 150	One additional toilet for each additional 40 employees

**Note:** A shared bathroom (multiple toilets without enclosures) counts as one toilet no matter how many toilets it contains. In bathrooms used only by men, urinals may be substituted for up to 1/3 of the required toilets.

(4) You must provide toilet paper and a toilet paper roll holder for each toilet.

(5) You must make sure bathrooms are maintained in a clean and sanitary condition.

(6) You must make sure the sewage disposal method does not endanger the health of employees.

**Exemption:** Separate bathrooms for men and women are not required if the bathroom:  
• Will only be occupied by one person at a time.  
• Can be locked from the inside.  
• Contains at least one toilet.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, and 49.17.060. WSR 18-22-116, § 296-800-23020, filed 11/6/18, effective 12/7/18; WSR 03-18-090, § 296-800-23020, filed 9/2/03, effective 11/1/03. Statutory Authority: RCW 49.17.010, [49.17].040, and [49.17].050. WSR 02-16-047, § 296-800-23020, filed 8/1/02, effective 10/1/02; WSR 01-11-038, § 296-800-23020, filed 5/9/01, effective 9/1/01.]