

Sixty-first  
Legislative Assembly  
of North Dakota

## ENGROSSED HOUSE BILL NO. 1258

Introduced by

Representatives Potter, N. Johnson, Nottestad, Uglen

Senators Horne, Wardner

1 A BILL for an Act to provide individuals having medical conditions reasonable restroom access  
2 in retail establishments.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. Restroom access.**

5 1. As used in this section, unless the context otherwise requires:

6 a. "Customer" means an individual who is lawfully on the premises of a retail  
7 establishment.

8 b. "Eligible medical condition" means Crohn's disease, ulcerative colitis, any  
9 other inflammatory bowel disease, inflammatory bowel syndrome, or any  
10 other medical condition that requires immediate access to a toilet facility. The  
11 term includes use of an ostomy device.

12 c. "Retail establishment" means a place of business open to the general public  
13 for the sale of goods or services. The term does not include a filling station or  
14 service station with a structure of eight hundred square feet [74.32 square  
15 meters] or less which has an employee toilet facility located within that  
16 structure.

17 2. A retail establishment that has a toilet facility for the establishment's employees  
18 shall allow a customer to use that employee toilet facility during normal business  
19 hours if the employee toilet facility is reasonably safe and all of the following  
20 conditions are met:

21 a. The customer requesting the use of the employee facility claims to have an  
22 eligible medical condition;

23 b. Three or more employees of the retail establishment are working at the time  
24 the customer requests use of the employee toilet facility;

- 1           c. The retail establishment does not normally make a restroom available to the  
2           public;
- 3           d. The employee toilet facility is located in an area where providing access  
4           would not create an obvious health or safety risk to the customer or an  
5           obvious security risk to the establishment; and
- 6           e. A public restroom is not immediately accessible to the customer.
- 7        3. A retail establishment or an employee of a retail establishment is not civilly liable  
8        for any act or omission in allowing a customer who claims to have an eligible  
9        medical condition to use an employee toilet facility that is not a public restroom if  
10       the act or omission:
- 11       a. Is not willful or grossly negligent;
- 12       b. Occurs in an area of the retail establishment which is not accessible to the  
13       public; and
- 14       c. Results in an injury to or death of the customer or any individual other than an  
15       employee accompanying the customer.
- 16       4. This section does not require a retail establishment to make any physical changes  
17       to an employee toilet facility.