



SB 8: Texas Women’s Privacy Act “Bathroom Bill”

OVERVIEW OF SB8

SB 8 restricts multiple-occupancy bathroom use to sex assigned at birth.

Implications: This law encourages harassment, surveillance, and vigilantism towards transgender, intersex, and cisgender Texans. It also normalizes state-level discrimination and sets precedents for private institutions even without legal obligation

Effectiveness date: December 4, 2025

WHAT FACILITIES ARE IMPACTED?

This bill applies to all facilities owned by the State of Texas. This includes:

- Public Schools and Universities
- State Courthouses and offices
- Correctional Institutions (Jails and Prisons)
- State-funded Family Violence Shelters

AREAS IN FACILITIES

Within these facilities, these areas are impacted:

- Multiple-occupancy bathrooms
- Locker rooms
- Changing rooms
- Shower rooms
- Dormitories in correctional institutions

EXCEPTIONS

There are some exceptions - the restrictions in SB8 do not apply to:

- Single-occupancy bathrooms (ex: “Family” bathrooms)
- Custodians, law enforcement, and medical personnel
- People assisting someone with a disability
- Children under the age of 10 who are accompanied by a caregiver
- For family violence shelters specifically: children or disabled dependents of a person receiving services

CONSEQUENCES

Institutions, not individuals, would be fined for violating this law. The fines include:

- \$25,000 for the first offense
- \$125,000 for the second, and subsequent offenses. Each day of violation counts as a subsequent offense

ALTERNATIVE PLACES TO USE THE BATHROOM

Since this bill only applies to State-owned facilities, private companies are the best alternative. This includes places like restaurants, privately-owned sports arenas, gas stations, retail stores, etc.

WHAT CAN SOCIAL WORKERS DO?

- **Confirm whether SB8 applies to your workplace**
 - Check the list above to confirm whether or not your workplace falls under the applicable facilities.
- **Avoid harmful over-compliance**
 - The bill already encourages harassment and vigilantism against transgender, intersex, and cisgender Texans. Advocate against over-compliance, especially within agencies not covered by the law, to avoid further stigmatizing clients and creating barriers to services.
- **Document your facility’s funding status**
 - Work with agency leadership to confirm and document whether your facility is state-owned or state-funded. Clear documentation protects both staff and clients from misinformation or fear-driven policy changes.
- **Educate colleagues and leadership on the law’s actual scope**
 - Many will assume SB 8 applies broadly. Share accurate information from this one-sheet to clarify which facilities are and are not impacted, what areas are covered, and what exceptions exist.
- **Continue to uphold professional ethics**
 - Use the NASW Code of Ethics to guide decisions, prioritizing client dignity, nondiscrimination, privacy, and safety. When the law does not apply to your setting, ethics - not SB 8 - should guide bathroom access policies.
- **Help clients navigate the environment safely**
 - Provide clients with accurate information about what SB 8 does and does not require in your facility. When relevant, help clients identify safe, alternative places to use the bathroom.

GOT QUESTIONS?

Connect with the NASW-TX Sexual Orientation, Gender Identity/Expression (SOGIE) Committee at naswtx.org/page/Comm_SOGIE