



Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus Commission



Advocating for the Hawai'i LGBTQIA+ Community

Mailing Address: LGBTQ+ Commission, c/o The Department of Human Services,
P.O. Box 339, Honolulu, Hawai'i 96809-0339

Email: hawaiistatelgbtqpluscommission@gmail.com
Web: <https://humanservices.hawaii.gov/lgbtq-commission/>

March 21, 2026

House's Committee on Labor
Hawai'i State Capitol
415 South Beretania Street
Honolulu, HI 96813

Hearing: Tuesday, March 24, 2026, at 9:30 AM

RE: Strong Support for Senate Bill 2268 SD 2

Aloha Chair Sayama, Vice Chair Lee, and fellow committee members,

I am writing in strong support of Senate Bill 2268 on behalf of the Hawai'i State Lesbian, Gay, Bisexual, Transgender, Queer Plus (LGBTQ+) Commission, which was established by the 2022 Hawai'i State Legislature to

“improve the State's interface with members of the lesbian, gay, bisexual, transgender, queer, plus community; identify the short- and long-range needs of its members; and ensure that there is an effective means of researching, planning, and advocating for the equity of this population in all aspects of state government.”

The Hawai'i State LGBTQ+ Commission submits this testimony in strong support of Senate Bill 2268, which requires that all places of public accommodation and public entity construction projects constructed after July 31, 2027, provide universal changing accommodations that are equally accessible regardless of gender.

SB 2268 is a practical, forward-looking measure that ensures dignity, safety, and equal access for all people in Hawai'i. Universal changing accommodations benefit not only transgender, nonbinary, and gender nonconforming individuals, but also parents with children of a different gender, caregivers assisting elderly or disabled family members, and people with disabilities who require assistance. The need for a changing table or private changing space is not dependent on someone's gender. Babies, young children, kūpuna, and individuals with disabilities require care regardless of who is assisting them. Access to appropriate facilities should reflect that simple reality.

For many transgender and gender diverse individuals, gender-segregated changing facilities can be sites of harassment, exclusion, or humiliation. No one should have to choose between accessing a public facility and risking confrontation or discrimination. By requiring universal changing spaces in new construction, this bill proactively

Proudly established pursuant to Hawai'i Revised Statutes Chapter 369, as enacted through Act 41, Session Laws of Hawai'i 2022

HI State LGBTQ+ Commission Testimony in Support of SB 2268 SD 2

addresses inequities while providing clarity and consistency for designers, developers, and public agencies.

Designing inclusive infrastructure from the outset is fiscally responsible and avoids the higher costs associated with retrofitting facilities later. Just as accessibility standards have evolved to better serve people with disabilities, our public spaces must continue to evolve to reflect the needs of all who call Hawai'i home.

At a time when transgender and gender diverse communities are facing increasing attacks and erasure at the national level, Hawai'i has the opportunity to lead with values rooted in aloha, respect, and equity. SB 2268 affirms that public spaces belong to everyone.

The Hawai'i State LGBTQ+ Commission respectfully urges the Committee to pass Senate Bill 2268 SD 2.

If you or any member of your staff has any questions regarding my testimony you can reach me at hawaiistatelgbtqpluscommission@gmail.com.

Mahalo nui loa for your time and consideration,

Sandy Harjo Livingston (he/him/they/them)

Chair

[Hawai'i State LGBTQ+ Commission](#)

[Inclusive LGBTQIA+ Glossary](#)

The [Hawai'i State LGBTQ+ Commission](#) has this webpage and that is dedicated to understanding and being able to use the correct terms when talking about the rainbow community from māhū to LGBTQIA+ to QTPI+ to MVPFAFF+ and beyond. The list found on this page is not an exhaustive list and will be updated as appropriate.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/24/2026

Time: 09:30 AM

Location: 309 VIA VIDEOCONFERENCE

Committee: LAB

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: SB2268, SD2, RELATING TO EQUITY.

Purpose of Bill: Requires all places of public accommodation and public entity construction projects planned and designed after 7/31/2027 to provide at least one universal changing accommodation within the building in a public restroom, with certain exceptions. Makes conforming amendments to sections 489-6, 489-7.5, and 489-8, HRS, to prevent conflicts among the provisions. Effective 1/1/2525. (SD2)

Department's Position:

The Hawaii State Department of Education (Department) appreciates the opportunity to offer testimony on SB 2268, SD 2. The Department supports efforts to improve equitable access to toileting and changing facilities for individuals with significant mobility disabilities and their caregivers. However, the Department respectfully offers comments and requests amendments to ensure the measure does not unintentionally compromise the safety, design, and operational needs of the Department's K-12 public school campuses.

In Section 1, it defines a restroom for public use as one that is "accessible to persons other than employees." On public school campuses, this definition would inadvertently include student restrooms, which are not and cannot be open to the general public. Student restrooms are restricted environments due to supervision, safety, and privacy requirements that are fundamental to K-12 public school operations. Allowing general public access is inconsistent with school safety protocols and the Department's legal and operational responsibilities to protect students and staff.

Except for limited facilities such as cafeterias, gymnasiums, and certain high school performing arts centers, all of which may host community events on a controlled basis, the majority of school buildings and restrooms serve only enrolled students and staff. Unlike civic buildings, airports, libraries, or shopping centers, the Department's K-12 campuses are not designed for unrestricted public access. The Department's core and exclusive mission is to provide a safe learning environment for students.

The operational and financial impact of applying this mandate to the Department's

school campuses would be substantial. The Department manages facilities across 264 schools statewide, many of which already face significant repair, maintenance, and modernization needs. Introducing a new statewide facility requirement without dedicated funding would divert limited capital resources away from essential educational, safety, accessibility, and infrastructure priorities. Given existing financial constraints, school construction and modernization projects cannot absorb additional unfunded requirements without affecting core services.

For these reasons, the Department respectfully requests amendments to ensure that our K-12 public school campuses are exempt from this bill's requirements and that student restrooms remain outside the definition of "restrooms for public use."

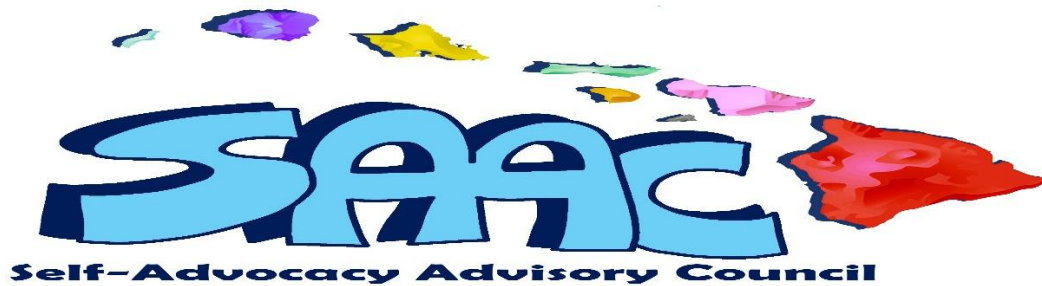
1. Add the following to section §489-A (Definitions) immediately after the definition of "*Public entity construction*":

"Public school facility" means any building, structure, or portion thereof owned, leased, or operated by the Hawaii State Department of Education for the primary purpose of providing elementary or secondary education, including classrooms, administrative offices, and restrooms that serve enrolled K–12 students.

2. Amend §489-C (Universal changing accommodations; required) by adding a new subsection (d):

(d) This part shall not apply to public school facilities as defined in section 489-A. The Department supports the broader goal of improving accessibility statewide and appreciates the Legislature's commitment to equitable public facilities. However, for the Department's K-12 public school campuses, student safety, restricted-access requirements, and severe capital funding needs necessitate exemption from this measure.

Thank you for the opportunity to provide comments on SB 2268, SD 2.



The Honorable Representative Jackson Sayama, Chair

House Committee on Labor

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Jackson Sayama, and Committee Members:

SUBJECT: SB2268 SD2 Relating to Universal Changing Accommodations.


SUBJECT: Support for SB2268 SD2 – Universal Changing Accommodations

The Hawai'i Self Advocacy Advisory Council supports SB2268 SD2. This bill requires new public buildings and public accommodation projects built after July 31, 2027, to include universal changing stations that anyone can use, regardless of gender.

Many adults with significant mobility disabilities, including people with intellectual and developmental disabilities—do not have access to safe, clean, and dignified places to manage toileting needs in public. Without powered, height-adjustable adult changing stations, people and their caregivers are often forced into unsafe or undignified situations. This is an equity issue and affects whether people with disabilities can fully participate in community life.

We support the statewide requirement because it ensures consistent access across Hawai'i. We also appreciate the amendment to change the requirement from every floor to at least one per building. This makes the rule more practical, especially for small businesses, while still providing meaningful access. Adult changing stations are destination facilities that people plan around, so one well-designed station per building is a workable and effective standard.

For these reasons, the Council supports SB2268 SD2. Thank you for considering our testimony.

A handwritten signature in black ink, appearing to read "T. Renken". The signature is fluid and cursive, with a prominent horizontal line under the first name and a large, sweeping flourish at the end.

Timothy Renken,

President, Hawaii Self-Advocacy Advisory Council



HAWAI‘I CIVIL RIGHTS COMMISSION **KOMIKINA PONO KIWILA O HAWAI‘I**

830 PUNCHBOWL STREET, ROOM 411, HONOLULU, HI 96813 · PHONE: (808) 586-8636 · FAX: (808) 586-8655 · TDD: (808) 586-8692

Tuesday, March 24, 2026 9:30 a.m.
Conference Room 309 & Videoconference
State Capitol, 415 South Beretania Street

To:

[COMMITTEE ON LABOR](#)

Rep. Jackson D. Sayama, Chair

Rep. Mike Lee, Vice Chair

From: Alphonso Braggs, Chair

and Commissioners of the Hawai‘i Civil Rights Commission

Re: SB 2268 SD2 – Relating to Equity, Universal Changing Accommodations
Testimony in SUPPORT

The Hawai‘i Civil Rights Commission (HCRC) carries out the Hawai‘i constitutional mandate that no person shall be discriminated against in the exercise of their civil rights. Art. I, Sec. 5. HCRC has enforcement jurisdiction over Hawai‘i’s laws prohibiting discrimination in employment (Chapter 378, Part I, HRS), housing (Chapter 515, HRS), public accommodations (Chapter 489, HRS), and access to state and state-funded services (HRS § 368-1.5).

This bill recognizes that inclusion in our communities for individuals with disabilities includes the freedom to move about in public spaces without the additional worry and concern about accessing private, safe, and hygienic toileting facilities that are equipped with universal changing tables. The reality for many individuals who need help with activities of daily living is that they oftentimes must adjust their schedules and only frequent areas known to have accessible

toileting facilities, or run the risk and the indignity of going for prolonged periods of time in soiled incontinence garments.

SB 2268 SD2 would require that new establishments that are built after 7/31/2027, provide universal changing accommodations in restrooms that are open for public use. SB 2268 SD2 defines “universal changing accommodation” to mean powered, height-adjustable adult changing stations. This bill would require that in a new establishment, every floor containing public restrooms to have two universal changing accommodations at minimum if the establishment utilizes gender-designated restrooms, or one universal changing accommodation if the establishment utilizes restrooms that are accessible to people of any gender identity or expression. This ensures that individuals who need assistance toileting and their caretakers, regardless of gender and gender identity, have access to this basic human right.

A growing number of states, including Alabama, Arizona, California, Colorado, Illinois, Iowa, Maryland, Missouri, New Hampshire, Ohio, Rhode Island, Tennessee, Wisconsin,¹ have passed adult changing table legislation with various levels of applicability to public spaces.² This measure would require universal changing accommodations in a wide range of public establishments in the State of Hawai‘i, allowing a wide range of freedom for individuals who need assistance with self-care. The lack of access to changing facilities can limit those with disabilities from leaving home, which ultimately leads to less engagement with our communities. By ensuring access to safe

¹ Building Safety Journal, *An Inside Look at How Adult Height Adjustable Changing Table Advocates are Driving Change and Improving Accessibility, Part 2*, accessed on 2.13.26 at <https://www.iccsafe.org/building-safety-journal/bsj-technical/an-inside-look-at-how-adult-height-adjustable-changing-table-advocates-are-driving-change-and-improving-accessibility-part-2/> see also SOVA, *Adult Changing Table Legislation in the United States: What you need to Know*, accessed on 2.13.26 at <https://choosesova.com/blogs/news/adult-changing-table-legislation-by-state?srsltid=AfmBOoovmXI-tNmEW4U89QWyn7pPTyp56E0rREgd3Sar0kbUvkgBN6UP>.

² For instance, Ohio’s Department of Transportation, started in 2024 will add adult changing tables to 28 renovated rest stops over the next few years. *Id.* California’s statute is limited to places of public amusement such as sports arenas or theaters. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160AB662 Arizona’s statute is only applicable to buildings built with public monies. New Hampshire’s law applies to all public buildings.

universal changing accommodations, individuals who need help with self-care can more freely partake in social interaction, connection, and sense of belonging in our communities.

The measure proposes a new part to the statutes within Chapter 489, HRS. Noting that the HCRC has jurisdiction over discrimination in public accommodations under Chapter 489, Part I, the HCRC appreciates the placement of this new adult changing station requirement in a separate part, expressly excluded from HCRC jurisdiction. In this respect, the new statutory requirement would be similar to Chapter 489, Part II, relating to Breastfeeding in Public Accommodations, which is also expressly placed outside of HCRC jurisdiction.

Thank you for the opportunity to provide this testimony in support.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



SIERRA WHITESIDE
CHAIRPERSON

DAINTRY BARTOLDUS
EXECUTIVE ADMINISTRATOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
STATE COUNCIL ON DEVELOPMENTAL DISABILITIES
'A'UNIKE MOKU'ĀPUNI NO KA NĀ KĀWAI KULA
PRINCESS VICTORIA KAMĀMALU BUILDING
1010 RICHARDS STREET, Room 122
HONOLULU, HAWAII 96813
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543

March 24, 2026

The Honorable Representative Jackson D. Sayama, Chair
House Committee on Labor
The Thirty-Third Legislature
State Capitol
State of Hawai'i
Honolulu, Hawai'i 96813

Dear Chair Sayama and Committee Members:

SUBJECT: SB2268 SD2 Relating to Equity

The Hawai'i State Council on Developmental Disabilities is in **STRONG SUPPORT** of **SB2268 SD2**, which requires all places of public accommodation and public entity construction projects planned and designed after 7/31/2027 to provide at least one universal changing accommodation within the building in a public restroom, with certain exceptions. Makes conforming amendments to sections 489-6, 489-7.5, and 489-8, HRS, to prevent conflicts among the provisions. Effective 1/1/2525. (SD2)

Adults with significant mobility disabilities, including many people with intellectual and developmental disabilities, often lack access to safe and dignified toileting facilities in public spaces. The absence of powered, height-adjustable adult changing stations forces individuals and caregivers into unsafe, unsanitary, or undignified alternatives. SB2268 SD2 addresses this gap by recognizing access to adult changing accommodations as an equity issue and a necessary component of full community inclusion.

For caregivers, including direct support professionals and family caregivers, the lack of appropriate changing facilities can make community outings difficult or impossible. Caregivers are often forced to return home early, avoid certain locations altogether, or attempt unsafe alternatives. This not only limits community participation but also increases physical strain and contributes to challenges in sustaining the caregiving workforce. Improving access to universal changing accommodations helps create environments where caregivers can more safely and sustainably support individuals with significant disabilities in community life.

The Council appreciates the prior amendments made to this measure, particularly the shift from a per-floor requirement to a per-building standard. This change significantly improves feasibility and supports more practical implementation, especially for small businesses and restaurants. Requiring installations on every floor could create substantial cost and design barriers, potentially discouraging compliance. In contrast, ensuring at least one accessible, well-designed accommodation per building reflects how these facilities are used in practice—as

destination amenities that individuals and families plan for—while meaningfully advancing access in a way that balances equity with real-world structural and fiscal considerations.

The Council also recognizes concerns regarding potential impacts on small businesses, particularly related to construction costs and space limitations. This measure is limited in scope, applying only to new establishments and buildings planned and designed after July 31, 2027, and does not require retrofitting existing facilities unless substantial modifications occur. Importantly, the measure includes clear safeguards that further limit its application. Businesses are not required to comply where installation would be technically infeasible due to structural or design constraints, or where the cost would exceed ten percent of the total construction or substantial modification cost. As a result, smaller establishments or projects with limited space or resources would not be required to install these features if doing so is impractical or disproportionately costly.

For these reasons, the Hawai'i State Council on Developmental Disabilities **supports SB2268 SD2.**

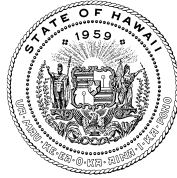
Thank you for the opportunity to submit testimony.

Sincerely,



Daintry Bartoldus
Executive Administrator

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



KEITH A. REGAN
COMPTROLLER
KA LUNA HO'OMALU HANA LAULĀ

MEOH-LENG SILLIMAN
DEPUTY COMPTROLLER
KA HOPE LUNA HO'OMALU HANA LAULĀ

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES | KA 'OIHANA LOIHELU A LAWELAWE LAULĀ
P.O. BOX 119, HONOLULU, HAWAII 96810-0119

WRITTEN TESTIMONY
OF
KEITH A. REGAN, COMPTROLLER
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
TO THE
COMMITTEE ON LABOR

MARCH 24, 2026, 9:30 A.M.
CONFERENCE ROOM 309 AND VIA VIDEOCONFERENCE, STATE CAPITOL

S.B. 2268, S.D. 2

RELATING TO EQUITY.

Chair Sayama, Vice Chair Lee, and members of the Committee, thank you for the opportunity to submit testimony on S.B. 2268, S.D.2.

The Department of Accounting and General Services (DAGS) **supports** S.B. 2268, S.D. 2, which requires all places of public accommodation and public entity construction projects planned and designed after 7/31/2027 to provide at least one universal changing accommodation within the building in a public restroom, with certain exceptions. In addition, this measure makes conforming amendments to sections 489-6, 489-7.5, and 489-8, HRS, to prevent conflicts among the provisions.

DAGS appreciates the joint committees on Ways & Means and Commerce and Consumer Protection for accepting our amendments for the S.D. 1 version. This measure is important for helping individuals with mobility issues because it mandates

the installation of universal changing accommodations in public restrooms for new establishments and public entity construction projects. These accommodations, which are powered, height-adjustable adult changing stations, provide a safe, accessible, and dignified space for individuals with mobility challenges or disabilities to address their personal care needs. By ensuring these facilities are available, the measure promotes equity, inclusivity, and accessibility in public spaces, reducing barriers and enhancing the quality of life for people with mobility issues.

Thank you for the opportunity to provide testimony on this measure.



DISABILITY AND COMMUNICATION ACCESS BOARD

Ka 'Oihana Ho'oka'a'ike no ka Po'e Kīnānā

1010 Richards Street, Rm. 118 • Honolulu, Hawai'i 96813
Ph. (808) 586-8121 (V) • Fax (808) 586-8129 • (808) 204-2466 (VP)

March 24, 2026

TESTIMONY TO THE HOUSE COMMITTEE ON LABOR

Senate Bill 2268 Senate Draft 2 – Relating to Equity

The Disability and Communication Access Board (DCAB) supports Senate Bill 2268 Senate Draft 2 – Relating to Equity. This bill requires all places of public accommodation and public entity construction projects planned and designed after 7/31/2027 to provide at least one universal changing accommodation within the building in a public restroom, with certain exceptions. It makes conforming amendments to sections 489-6, 489-7.5, and 489-8, HRS, to prevent conflict among the provisions. And it is effective 1/1/2525.

A fundamental goal of the Americans with Disabilities Act (ADA) is to ensure people with disabilities have an equal opportunity to participate in basic civic activities and everyday events, such as going to a restaurant or movie, shopping at a mall, or simply attending a sports event with friends and family.

People with disabilities who cannot use a standard toilet should have access to universal changing accommodations that provide a safe, sanitary, and private space. A universal changing accommodation provides inclusion for people with disabilities to participate fully in activities, programs, and services.

Thank you for the opportunity to testify.

Respectfully submitted,

KRISTINE PAGANO
Acting Executive Director

SB-2268-SD-2

Submitted on: 3/20/2026 5:26:01 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Louis Erteschik	Hawaii Disability Rights Center	Support	Remotely Via Zoom

Comments:

We have been advocating for this issue for the past several years .This would really help more people with disabilities have greater access to the community as it would give them a sanitary, dignified place to change their incontinent supplies.It would improve their life and is an excellent idea.

SB-2268-SD-2

Submitted on: 3/21/2026 4:05:34 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Golojuch, Jr. (he/him)	Pride at Work – Hawai‘i	Support	Remotely Via Zoom

Comments:

Aloha Representatives,

Pride at Work – Hawai‘i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai‘i fully supports SB 2268 SD 2.

We ask that you support this needed piece of legislation.

Mahalo,

Michael Golojuch, Jr. (he/him)
President
[Pride at Work – Hawai‘i](#)

SB-2268-SD-2

Submitted on: 3/21/2026 4:10:07 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
HOKU PAC	HOKU PAC	Support	Remotely Via Zoom

Comments:

Aloha Representatives,

HOKU PAC supports Senate Bill 2268 SD 2 because it is the right thing to do.

Mahalo,

[HOKU PAC](#)



March 24, 2026

Representative Jackson D. Sayama, Chair
Representative Mike Lee, Vice Chair
Committee on Labor

Re: S.B. 2268, S.D. 2, Relating to Equity

Hearing: Tuesday, March 24, 2026, 9:30 AM, Conference Room 309 & Videoconference

Dear Chair Sayama, Vice Chair Lee, and the Members of the Committee on Labor:

Hawaii Women Lawyers is a lawyer's trade organization that aims to improve the lives and careers of women in all aspects of the legal profession, influence the future of the legal profession, and enhance the status of women and promote equal opportunities for all.

Hawaii Women Lawyers supports the intent of S.B. 2268, S.D. 2.

S.B. 2268, S.D. 2 would require newly constructed public-facing buildings to install powered, height-adjustable adult changing stations in public restrooms. For individuals with significant disabilities and for their caregivers, access to appropriate changing facilities is not a convenience, but a prerequisite to participating in community life. Without these accommodations, many families are effectively excluded from public spaces and civic institutions.

Women disproportionately serve as primary caregivers for children and adults with disabilities. The absence of universal changing accommodations places a particular burden on mothers, daughters, and women professionals who balance caregiving responsibilities with work and other commitments. By requiring accessible adult changing stations in new public establishments, this bill helps remove structural barriers that affect caregivers and families, advancing dignity, inclusion, and equity in Hawaii.

For the above reasons, we support the intent of S.B. 2268, S.D. 2, and respectfully request that the Committees pass this measure.

Thank you for the opportunity to testify in support of this measure.

SB-2268-SD-2

Submitted on: 3/23/2026 11:51:58 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
James Kilgore	Full Life	Support	Written Testimony Only

Comments:

Aloha,

Full Life Hawai'i supports this bill requiring certain new construction to include adult changing tables. This will improve accessibility and inclusion for people with Intellectual and Developmental Disabilities who require changing tables.

Mahalo,

Jim Kilgore

Judith F. Clark
48-218 Kamehameha Highway
808-499-9966
Judithforceclark@gmail.com
Kaneohe, Hawaii 96744

March 20, 2026

To: Representative Jackson Sayama, Chair,
And members of the Committee on Labor

Testimony in Support of SB 2268 SD 2 Relating to Equity

As a community advocate and former Chair of the Hawaii Children and Youth Summit, I support SB 2268 SD 2, which mandates universal changing accommodations in public accommodations and new construction projects.

In 2017, two women brought their babies to the Hawaii Children and Youth Summit at the State Capitol. A young parent who was a speaker at the Summit came to me and asked where she could change the baby, because there was no baby changing station in any of the women's restrooms. The adult volunteer provided a photo of herself kneeling on the floor of the bathroom in the State Capitol building to change her child's diaper. Sharing this photo and information with legislators led to the installation of changing tables in men's and women's restrooms at the Capitol.

Parents and babies need and deserve appropriate and accessible facilities in public buildings. Parents should not have to kneel on restroom floors to provide essential infant care – and some parents and caregivers have disabilities that make it impossible.



Thank you for this opportunity to testify.

Sincerely,

A handwritten signature in black ink that reads "Judith F. Clark".

Judith F. Clark, MPH

SB-2268-SD-2

Submitted on: 3/22/2026 10:50:10 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Zahava Zaidoff	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and Committee members,

My name is Zahava "Zee" Zaidoff and I stand in strong support of this measure.

As someone who is disabled and also a community advocate for those with disabilities, I would like to ask you to pass this measure.

I am aware of all of the arguments against passing this measure; mostly that it is too costly.

To that argument, I ask you how much money is too much to spend to grant human beings the dignity of being able to use the restroom?

I do not currently require the use of an adult changing table, but one day I might. As we fight for equity and access, I humbly ask that we include disability rights in these battles.

According to the CDC, 28.7% of adults aged 18 and over have a verifiable disability. We know that number is probably higher, but based on that number alone, it would make disabled folks the largest minority group in the country.

Mahalo for providing true access and equity for our undeserved and underrepresented community. Help us be seen.

With respect,

Zahava "Zee" Zaidoff

Ocean View, HI

Following testimony has 5 individuals who support SB2268 SD2

The Honorable Representative Jackson Sayama, Chair

House Committee on Labor

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Jackson Sayama, and Committee Members:

SUBJECT: SB2268 SD2 Relating to Universal Changing Accommodations.

My name is Josh Goetz and I am in full support of SB2268 SD2, which is the establishment of Universal Changing accommodations in public buildings.

Thank you for allowing me to testify in support of SB2268 SD2.

SB-2268-SD-2

Submitted on: 3/23/2026 11:47:01 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kaili	Individual	Support	Remotely Via Zoom

Comments:

Aloha Chair and Vice Chair,

My name is Kaili Swan. I am in strong support of this measure. I am a Self-advocate and advocate for people with disabilities. Adults cannot fit on changing tables for babies, they will break. There are people with disabilities who need to a place to change in public. I would not leave my house if I could not use the bathroom. People are not leaving their homes because they cannot use the bathrooms.

Please pass this measure.

Mahalo,

Kaili Swan

The Honorable Representative Jackson Sayama, Chair

House Committee on Labor

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Jackson Sayama, and Committee Members:

SUBJECT: SB2268 SD2 Relating to Universal Changing Accommodations.

My name is Michelle Muralt and I am in full support of SB2268 SD2, which is the establishment of Universal Changing accommodations in public buildings.

I do greatly feel sympathy toward my friend who actually needs an adult changing table. I have seen her having a difficult time in a regular bathroom and it breaks my heart. I cannot imagine myself in the same position and I would appreciate it if individuals like her gets help they need when they are out in the community looking for a bathroom that can give them a place to change.

Thank you for allowing me to testify in support of SB2268 SD2.

The Honorable Representative Jackson Sayama, Chair

House Committee on Labor

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Jackson Sayama, and Committee Members:

SUBJECT: SB2268 SD2 Relating to Universal Changing Accommodations.

My name is Vaipapa Soliai and I am in full support of SB2268 SD2, which is the establishment of Universal Changing accommodations in public buildings.

For an individual like me, who is in a wheelchair, it is difficult to have no changing table in any bathrooms because I will end up changing outside or on the floor which is unsanitary and there is no privacy.

Thank you for allowing me to testify in support of SB2268 SD2.

The Honorable Representative Jackson Sayama, Chair

House Committee on Labor

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Jackson Sayama, and Committee Members:

SUBJECT: SB2268 SD2 Relating to Universal Changing Accommodations.

SUBJECT: SB2268 SD2 Relating to Emergency Management

My name is Raymond Mamea and I am in full support of SB2268 SD2, which is the establishment of Universal Changing accommodations in public buildings.

I am a person who has a disability and uses an electric wheelchair. When I am not at home and out in the community or at my adult day health program, I need someplace where I can change my underpants when I use the bathroom. I have not seen any place where an adult changing table is available and I am usually scared to go out of my home because there is no safe and private place for me to change. I am in full support of SB2268 SD2.

Thank you for allowing me to testify in support of SB2268 SD2.

The Honorable Representative Jackson Sayama, Chair

House Committee on Labor

State Capitol

State of Hawai'i

Honolulu, Hawai'i 96813

Dear Representative Jackson Sayama, and Committee Members:

SUBJECT: SB2268 SD2 Relating to Universal Changing Accommodations.

My name is James Labrie and I am in full support of SB2268 SD2, which is the establishment of Universal Changing accommodations in public buildings.

I am in full support of SB2268 SD2.

The reason why I think SB2268 SD2 is important is:

Because if a person in a wheelchair, like me, lives far away from my meeting destination, I would have to go home and get cleaned up to use the bathroom, which means I need to get another ride back home to get changed. If there were an adult changing table in the community it be easier to use the bathroom and get changed.

Thank you for allowing me to testify in support of SB2268 SD2.

SB-2268-SD-2

Submitted on: 3/23/2026 1:07:05 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Dominic Gawrichevsky	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Jackson D. Sayama, Vice Chair Mike Lee, and Committee Members,

My name is Dominic Gawrichevsky.

I am writing in **support of SB2268 SD2**, relating to Adult Changing Tables. Thank you for letting me share my testimony.

I live in Maui and I am a self-advocate and a member of the Maui Self-Advocate Advisory Council.

This bill is important to our Kupuna who need to wear diapers when they are in the community. Just like babies, people with disabilities and Kupuna who wear diapers should be able to be safely changed, too.

I am in **support of SB2268 SD2**, Relating to Adult Changing Tables.

Thank you for listening and for your time.

DG

SB-2268-SD-2

Submitted on: 3/23/2026 1:09:31 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Iris Xiao	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Jackson D. Sayama, Vice Chair Mike Lee, and Committee Members,

My name Iris Xiao. Thank you for letting me share my testimony. I am writing in **support of SB2268 SD2**. I live in Oahu and I am a self-advocate.

This bill is important to me because, there should always be changing tables available for adults and kids. We should not discriminate against who can use changing tables in the community. Oftentimes, adults with disabilities who need to be changed are changed in the ground of restrooms. This is not right, and it is unfair because they should be treated with the same respect. Adults with disabilities must have clean access to being changed.

I am in **support SB2268 SD2**.

Thank you for listening and for your time,

Iris Xiao.