



BE4ALL Bathroom Kit How-To for Contractors

1. **What is a BE4ALL Bathroom Kit?**

The BE4ALL Bathroom Kit addresses the need for free menstrual products for workers while on the job when the unexpected need for those supplies arises. The kit should include tampons and pads, and ideally disposal bags as well.

There are several ways to meet this need on a job site. Supplies can easily be placed into any job site first aid kit. Another option is to create a separate kit by attaching magnets to a box, fill it with tampons and pads and affix the box to the inside of the gang box.

For their shops, contractors may wish to fill a simple basket or box (one that is water resistant) with supplies and place them on the counter or within the bathroom stalls. If a bathroom does not have sufficient counter space, we recommend placing the box on a small stool or table or installing a shelf to hold the box.

Another option is to fabricate a custom product dispenser using the provided specs (see Dropbox link in answer to question 5). These dispensers can be hung on the wall in the women's and/or gender-neutral bathrooms of the shop or office.

2. **Why is there a need to provide these products for our workers?**

Menstrual products are essential hygiene items, and they are an important part of one's health and wellbeing. Toilet paper and soap are provided free of charge in bathrooms for hygiene reasons, and menstrual products serve the same purpose.

If menstrual products are not readily available, it can cause anxiety and embarrassment for the individual, which can affect productivity. Few people have loose coins to buy products from machines (if those machines are even available). When period products are not available when needed, the worker may need to leave their workplaces to obtain menstrual products. By providing these products free of charge, workers are able to avoid disruption and return to work. Furthermore, the provision of menstrual products improves morale and promotes inclusiveness.



3. Who is providing the BE4ALL Bathroom Kit?

The BE4ALL Bathroom Kit is a joint effort between SMART, SMACNA, and ITI. The ITI has taken the initiative to get the kits out to every JATC. Now, it's the contractors turn. SMACNA is asking all its contractors to take at least one of the steps described above to provide an emergency supply of free tampons and pads for workers, both in the shop and on job sites.

4. Who is responsible for stocking/restocking these products?

We are asking contractors to supply these products, and it's easier and less expensive than you might think. Menstrual products are widely available for purchase at many retail stores, pharmacies, and supermarkets. They can also be ordered online and delivered right to your business. A box of tampons and pads will generally cost under \$20 total, so it's a minimal investment that will have a huge impact. For your shops, it is possible that your janitorial service may be able to refill supplies at a nominal cost.

5. Instead of using a box to hold the products, can we fabricate our own menstrual product dispenser?

Absolutely! We have developed specs for a dispenser if you wish to fabricate your own as a sturdier and more long-term option. The specs are available here:

<https://www.dropbox.com/sh/trcivqur54uf83x/AAkv3oXFX5yY6-vN1FPL-yQa?dl=0>

6. Who should I contact if I have any questions?

Please contact Joye Blanscett at jblanscett@smacna.org or Jen Squirewell at jsquirewell@smacna.org if you have any questions about this initiative.

