

Beyond Compliance: Promoting Belonging and Dignified Toileting Access for Dependent Individuals and their Caregivers Business Implementation Manual



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I. Introduction	2
II. Universal Changing Tables	3
III. Stakeholders	7
IV. Funding	11
V. Choosing Equipment	13
VI. Recommendations from End Users	15
VII. Feasibility Plan	17
VIII. Implementation and Sustainability Plan.....	21
Appendices	25
References	34
Authorship.....	37

I. Introduction

1.1 Purpose

The purpose of the "Beyond Compliance: Business Implementation Manual" is to provide businesses and organizations with a practical resource guide for universal changing table installation. This manual contains universal changing table installation considerations with a developed feasibility, implementation, and sustainability plan.

1.2 Intended Audience

The "Beyond Compliance: Business Implementation Manual" was designed to relieve the caregiver burden associated with toileting assistance by providing a tangible resource and evidence-based research for businesses and organizations to seeking improve the public toileting accessibility of their establishment. Businesses and organizations are required to meet certain accessibility standards to accommodate individuals of various abilities. While these businesses and organizations typically meet compliance standards, these spaces remain inaccessible to many individuals. This manual hopes to serve as a guide to businesses and organizations who wish to install a universal changing table into its space.

1.3 What is a Universal Changing Table?

A universal changing table is defined as an adult-sized changing table specifically designed to meet the personal care needs of individuals of all heights, weights, and levels of mobility (Opportunities for Ohioans with Disabilities, 2024).

1.4 Community Impact

A universal changing table will promote community and societal inclusion by providing appropriate, accessible restroom space for a diverse range of users. Many individuals with disabilities or medical complexities are severely limited in their ability to participate in the community due to the absence of universal changing tables. The inclusion of universal changing tables turns typically inaccessible restroom spaces into environments that can accommodate a wide range of toileting needs and promotes a sense of belonging.

II. Universal Changing Tables

2.1 Purpose and Function

The purpose of a universal changing table or station is to offer a clean, dignified area that allows individuals to take care of their toileting needs with or without a caregiver, while comfortably supporting their size and weight. The function of a universal changing table is to meet the personal care needs of individuals who need assistance with toileting.

2.2 Populations Served

The populations that can directly benefit from a universal changing table are individuals with disabilities or medical complexities and their caregivers.

2.3 Design Features and Safety Considerations

Universal changing tables have intentional features to ensure the safety of its users.

According to Changing Spaces Campaign (n.d.) and the International Code Council (ICC, 2023, Section 1110.4) the required features include:

- A universal changing table may can be located in a single-user, family, assisted use toilet, or bathing rooms. If located in a multi-user toilet room, privacy is required
- A changing surface at 70 inches long and 30 inches wide
- A height adjustable feature, at least 17 to 38 inches above the floor
- A changing station made of non-porous and durable materials
- At least 36 inches of clearance on the long side of the table and at least 36 inches of clearance on the short side of the table
- A side rail capable of moving and locking in place. Side rail should be at least two-thirds the length of the changing surface and extend at least five inches above the surface of the table.
- Clear signage at entrance indicating an “Adult Changing Station”
- Clear signage inside restroom with operating instructions and weight capacity

2.4 Installation Considerations for Existing Buildings

The safety considerations outlined above by the International Building Code are specifically for universal changing table installation in newly constructed buildings; not existing buildings. Currently, there are no official uniform standards for installation requirements for existing buildings.

Day Global Group (2026), a medical supplier, states that wall construction and proper contracting are the most important factors when installing a universal changing table. Due to universal changing tables bearing such heavy loads, they require proper structural support of the wall to prevent it from falling off (Day Global Group, 2026). Corcoran (2024), an informal caregiver of an adult with disabilities, highlighted the two most important considerations for installation in a existing building: space and privacy.

When considering an installation in an existing building, the entire space needs to be evaluated to be able to retrofit the toileting space. The toileting space would need to have enough room for the caregiver, a wheelchair, and safe transfer space. The IBC specifies at least 36 inches of space on both long and short sides to allow for an appropriate amount of space to transfer an individual from a wheelchair. The installation should be in a location that allows for an adequate transfer environment as well as privacy to provide a dignified toileting experience for its users.

If a business is considering installation in an existing building but wants to avoid reconstruction, an alternative option is a free-standing height-adjustable universal changing table. A free-standing height-adjustable universal changing table offers a mobile, dignified area for individuals to take care of their toileting needs without altering the existing structures.

2.5 Staff Training & Maintenance Considerations

Due to the novel nature of universal changing table implementation, there are currently no federal regulatory standards for cleaning, maintenance, or sustainability. Regular cleaning and maintenance is essential for preserving the structural and physical integrity of the tables. While certain states and universal changing table manufacturers may offer some guidance, there is no official uniform standards for cleaning and maintenance. Additionally, there is no official guidance or standards for staff training. As a result of the lack of guidance, the responsibility of these needs fall on the facility to manage the needs at their personal discretion within reason.

2.6 Installation Considerations

Wall Construction/Structural reinforcements

If installing a wall mounted universal changing table into a space, the wall will need to be structurally sound enough to be able to bear the significant load of varying weight of its users (Day Global Group, 2026; Koala Kare Products, 2026).

Electrical

Universal changing tables are heavy duty electric machinery that need an abundant power supply to work properly. The major electrical considerations are the power supply source, wiring, water resistance ability, power supply location, and backup power systems (Day Global Group, 2026). The power supply source and wiring protect users against possible electrical shock, this is especially significant for a wet or busy restroom environment (Koala Kare Products, 2026).

Space

Universal changing tables take up a large amount of space to allow for safe change. The size of a room should be large enough to accommodate 1 person, 1 adult-sized wheelchair, and an appropriate amount of space to perform a safe transfer from wheelchair to table. Additionally, wherever a changing station is installed it should not interfere with doorway clearance or ADA maneuvering clearances (Day Global Group, 2026; Koala Kare Products, 2026).

Set-up

Assembly is usually required for a universal changing table. Add-ons like mounting fasteners and hardware are not typically included in packaging, so order accordingly. Manufacturers recommend having a contractor (or two), install the table to ensure ADA standards and building codes are met (Day Global Group, 2026).

2.7 Full Articles relating to Installation

- [Adult Changing Table Installation](#)
- [How to Properly Install a Universal Changing Table in an Existing Restroom](#)

2.8 Impactful Caregiver Testimonials

- A) “Universal changing tables are the difference between not going out and going out... They’re basically life-changing pieces of equipment.” — Informal Caregiver B (WI)
- B) “You can’t be fully inclusive if you don’t have a place for everyone to use the bathroom.”—Informal Caregiver E (IL)
- C) “The lack of these tables has been the only thing in our lives that has stopped us from participating in the community.” —Informal Caregiver G (OH)

III. Stakeholders

3.1 Purpose

The purpose of this section is to identify key stakeholders that would be directly affected by or involved in the installation of a universal changing table. Identified stakeholders included the caregivers of individuals with disabilities or medical complexities, individuals with disabilities or medical complexities, businesses, organizations, legislators, healthcare providers, architects, physical and built environment accessibility experts, universal changing tables manufacturers, and educational professionals. Input from key stakeholders guided the development of this manual by highlighting real-world barriers and providing practical recommendations for installation.

3.2 Stakeholder Group & Rationale for Inclusion Table

Table 1

Stakeholder Group & Rationale for Inclusion Table

Stakeholder Group	Including but not limited to:	Rationale for Inclusion
Caregivers	• Parents • Guardians • Family members • Paid (Formal) caregivers	• Direct user of universal changing tables • Can inform about toileting accessibility from lived experiences.
Individuals with disabilities or medical complexities	• Children and teens who have outgrown infant tables (Spina bifida, genetic syndromes, etc) • Acquired brain injury population (Traumatic Brain Injury, Stroke, etc) • Physical disability population (Spinal Cord Injury, Cerebral Palsy, Muscular Dystrophy, Multiple Sclerosis, ALS, etc) • Individuals with chronic or progressive illness (Cancer, advanced organ disease, etc) • Individuals with complex care needs (Advanced dementia, PD, bariatric population, etc)	• End user of universal changing tables

	• Intellectual and developmental disability population (ASD, Down Syndrome)	
Businesses	• Airport • Library • Amusement parks • Entertainment spaces • Museums • Stadiums	• Drivers of implementation. • Businesses play a major role in improving public toileting accessibility.
Organizations	• Non-profits • Park and recreation spaces • Community centers • Churches • Disability organizations • Advocacy groups	• Drivers of implementation • Organizations play a role toileting accessibility advocacy and can directly support the end users of universal changing tables.
Healthcare Providers	• Occupational therapists • Physical therapists • Medical doctors • Nurses • Social workers	• Provides support to caregivers and dependent individuals requiring toileting assistance • Can act as advocates for accessible toileting spaces using knowledge from respective fields
Policymakers	• Elected government officials • Local leaders • Policymakers • State senators • City council • County commissioners • Representatives in U.S Congress	• Deciders of implementation on state and federal level • Influence policy and regulation around universal changing table legislation
Universal changing tables manufacturers	• Koala care • Sova/Foundations • Bradley corporation • Pressalit	• Expert knowledge of universal changing tables • Can inform about safety considerations, maintenance requirements, and installation specifications.

Educational Professionals	• Teachers/Professors • Teaching aides/Substitute teachers • University professors • University accessibility and inclusion offices	• Provides support to caregivers and dependent individuals requiring toileting assistance • Can advocate for universal changing tables in educational settings. • Can inform about toileting accessibility barriers and facilitators within educational settings.
Physical and Built Environment Accessibility Experts	• Accessibility specialists • Architects • Interior designers • Engineers • American with Disabilities Act coordinators • Building officials • Code officials	• Ensure implementation meets adequate accessibility standards and universal design needs for the safety of its end and direct users

Note: Table identifying the stakeholders for universal changing table implementation. This table was created by Diamond Franklin.

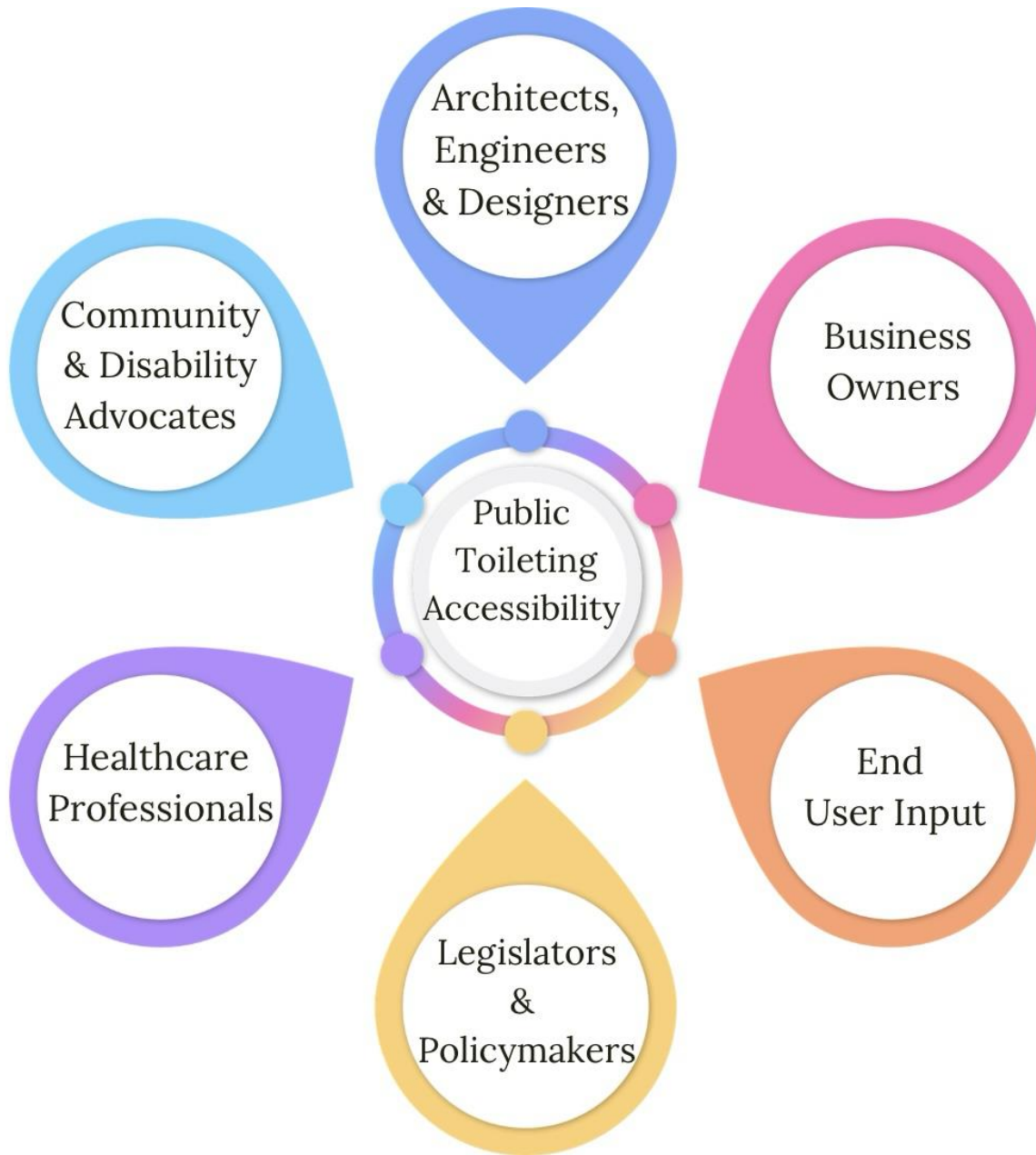
3.3 Interprofessional Collaboration and Toileting Accessibility

It is crucial for the future of public toileting accessibility that multiple disciplines be actively involved in physical built environment planning and design. Historically, the responsibility of physical and built environment has been primarily directed to architects, engineers, and building officials, however these professions lack specialized knowledge of the accessibility needs of the end users (Dovjak & Kuvec, 2019). This knowledge gap is not an intentional flaw but rather underscores the need for interdisciplinary collaboration among healthcare professionals and physical design experts to improve toileting accessibility outcomes. (Watchorn et al., 2023; Zawadzka et al., 2022). Interdisciplinary collaboration is essential for the advancement of public toileting accessibility but vague understanding of respective practices, power imbalances, organizational barriers, and lack of knowledge on interdisciplinary practice exacerbate progress (Ese & Ese, 2022; Zawadzka et al., 2022). These findings suggest that systemic barriers, rather than individual factors, serve as primary restrictors of producing equitably designed toileting environments. Addressing this deficit requires a paradigm shift away from a single-disciplinarily built environment approach towards multidisciplinary approach that prioritize the creation of an

inclusive, universally designed toileting environment that is capable of serving a diverse range of users.

Figure 1

Interdisciplinary Collaboration Framework for Public Toileting Accessibility



Note: This figure demonstrates how public toileting accessibility is achieved through collaborative efforts between key stakeholders. This figure was created by Diamond Franklin.

IV. Funding

4.1 Funding

Universal changing tables can be funded through state government, advocacy groups, federal government, non-profits, foundations, and federal tax incentives (Changing Spaces Campaign, 2024 & Changing Spaces Campaign, n.d.-c). The most common funding source for universal changing tables is grant funding.

4.2 Types of Grants

Table 7

Types of Grants

Types of Grants	
Start-up grants: also called "seed money,"	Grants that are used to partially fund new programs or projects in order to attract other donations.
Program grants:	Grants that are used for a specific program within an organization.
Continuing support grants:	Grants that can be renewed for a number of years.
Consulting grants:	Grants that are used to hire consultants for a project.
Conference grants:	Grants that are used to send organization board members or staff to continuing education workshops or to plan and implement conferences or seminars for others.
Research grants:	Grants that provide funding for basic or applied research, usually provided to or through hospitals and universities.
Challenge or matching grants	Grants that provide partial funding but require other donors to match the funding in order to receive the grant.
Endowment	Monetary gift, or grant, to be invested, the income from which can be used to fund projects and support the nonprofit organization.

Note: Table from Scaffa, M. E., & Reitz, S. M. (2020). *Occupational therapy in community and population health practice* (3rd ed.).

4.3 Grant Considerations

- Grant funding is not a long-term solution, funding only lasts for a certain period (1-3 years) (Scaffa & Reitz, 2020). Funding is typically used for the purpose of starting or supporting a program not continuous maintenance.
- Insurance and malpractice are major considerations for the budget and sustainability aspect of writing. Depending on the grant's purpose both professional liability and organizational insurance should be addressed early in the grant writing process.
- When completing the timeline for a grant application, it should be considered that time is always a deciding factor. Equipment may take an extended amount of time to arrive; if remodeling a space, it can take years to fully take effect (Day Global Group, 2026).

V. Choosing Equipment

5.1 Types of Universal Changing Types

Wall-Mounted Universal Changing Tables

A wall-mounted universal changing table is a universal changing table that must be mounted to the wall and typically folds away when not in use. These tables should be installed by a licensed contractor to avoid electrical and wall construction issues.

Free-standing Universal Changing Tables

A free standing universal changing table is a mobile universal changing table that does not have to be installed.

5.2 Optional but Beneficial Add-On Features

- **Ceiling mounted lift system:** A ceiling mounted lift system would support caregivers by reducing physical burden associated with toileting.
- **Signage indicating location of the table:** Appropriate signage around facilities would make outings easier for caregivers and care recipients.
- **Large trash cans:** Large trash cans for disposal of adult toileting products like diapers and wipes.
- **Positioning wedges:** Positioning wedges could support body positioning and sensory processing during toileting.
- **Seat belts:** Seat belts could help provide extra safety support by ensuring users do not roll or slip from table.
- **Storage for supplies:** Caregivers of individuals with disabilities frequently travel with numerous supplies to support care recipients, including shelving or a storage for supplies would support user satisfaction.

5.3 Temporary Options

Many businesses and organizations host temporary events that are held outdoors, these events typically offer a portable restroom option, but those are not useable for individuals with disabilities and their caregivers. A solution for this is mobile or temporary changing stations for these events (Changing Spaces Campaign., n.d.-b). The current solutions are mobile assisted care restrooms, assisted care restrooms trailers, temporary changing tents, and adult changing table lending programs (Changing Spaces Campaign., n.d.-b).

VI. Recommendations from End Users

The following recommendations are from nine informal caregivers of individuals who require assistance with toileting and toileting hygiene. Informal caregiver stakeholder feedback was gathered through survey methods; specifically written questionnaires, face-to-face interviews, and telephone interviews.

Table 4

Recommendations from Informal Caregivers

Recommendations from Informal Caregivers	
1. Prioritize installing powered, height-adjustable changing tables in public settings.	Caregivers emphasized the necessitate for powered, height-adjustable changing tables to accommodate various needs of the caregiver-care recipient dyad. Static or fixed fold down tables are not fully accessible to diverse populations.
2. Install powered, height-adjustable changing tables in private family or gender-neutral restrooms.	Informal caregivers recommended installing universal changing tables in private family or gender-neutral restrooms to allow enough space for the care recipient, caregiver, mobility equipment, safe transfers, and additional toileting supplies.
3. Include mobile changing tables units for outdoor-based events	Informal caregivers noted that having mobile changing tables units at outdoor-based events or parks promote community inclusion by expanding dignified toileting access.
4. Incorporate end user input in accessibility planning	Policymakers, businesses, and accessibility experts should directly consult the end users (individuals with disabilities or medical complexities and their caregivers) when making built environment decisions and designing accessibility solutions to ensure they are practical and safe for them.
5. Increased education on universal changing tables and stakeholder benefit	One of the biggest barriers to implementation is a lack of understanding among policymakers and businesses of the essential need of universal changing tables.
6. Increased promotion of existing accessibility features.	Many informal caregivers stated that businesses should advertise if they have a universal changing table on their website and social media platforms due to many of them checking before outings to prepare and navigate routes ahead of time.
7. Consider ceiling lifts, and other toileting support equipment along with	Informal caregivers suggested the inclusion of ceiling lifts to support caregivers and care recipients by eliminating the need for a manual transfer. Other toileting support materials identified by informal

universal changing table installation.	caregivers include signage, seat belts, large trash cans, and additional storage space.
8. Large venues should provide multiple changing tables.	Informal caregivers indicated that one singular changing table in a large building is not sufficient. Changing tables should be spread throughout large buildings and venues so the caregiver and care recipient do not have to walk a long distance to reach them.
9. Recognize the necessity for accessible toileting environments for diverse populations.	Informal caregivers stated that businesses and legislators should acknowledge that adult-sized changing tables function as a standard accessible toilet for the individuals it serves. Universal changing tables should be seen as an essential piece of toileting equipment instead of a luxury for a select few.
10. Consider long-term community and business benefits.	Informal caregivers recommended that businesses recognize that universal changing tables serve a wide range of individuals and by not making their toileting environments accessible, they are indirectly communicating to individuals with disabilities or medical complexities and their caregivers that they are not welcome in their establishments.

Note: Table with recommendations to improve public toileting accessibility from informal caregiver interviews. This table was created by Diamond Franklin and (Open AI, 2026) was used to analyze data.

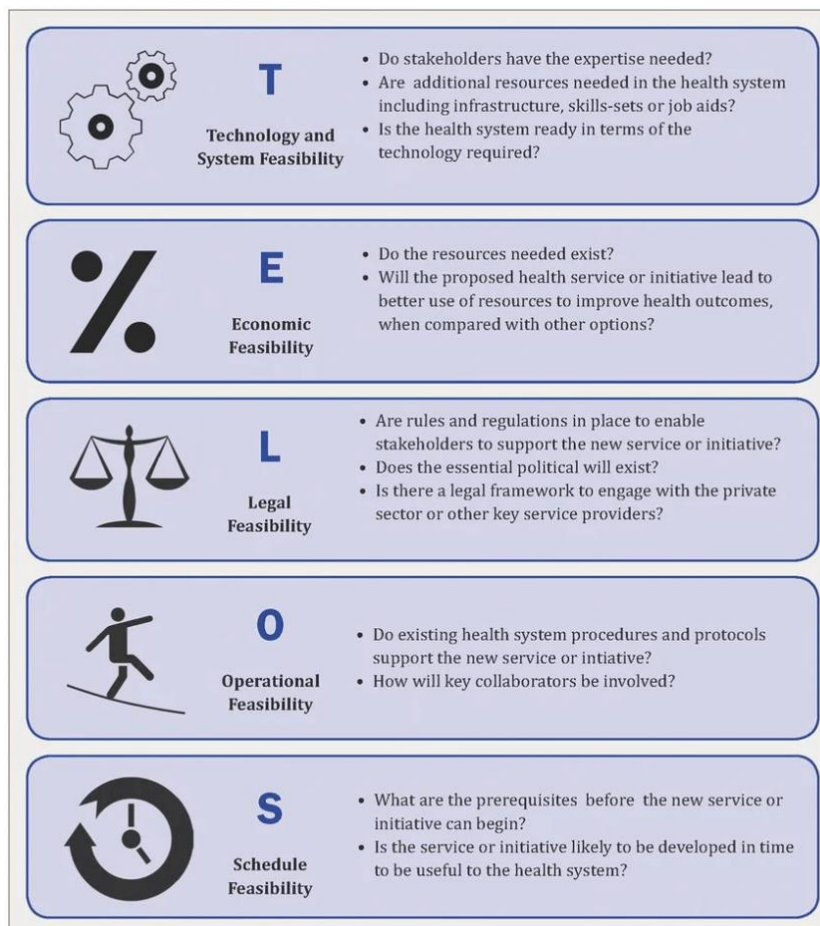
VII. Feasibility Plan

7.1 Feasibility Plan

This manual recommends utilizing the technology and system feasibility, economic feasibility, legal feasibility, operational feasibility, and schedule feasibility (TELOS) framework to determine the feasibility and practicality of a universal changing table installation in a public space. TELOS is a framework typically utilized by business and project management to determine the feasibility and practicality of a new program, project, or initiative (Avan et al., 2016). The original TELOS framework is outlined in Figure 2, but for the purposes of this manual, the TELOS framework was adapted to assess the practicality of a universal changing table installation.

Figure 2

TELOS framework: Guide questions for feasibility research.



Note. This figure demonstrates the TELOS framework and questions. From Avan et al., 2016.

7.2 Adapted TELOS Framework Questions

Technology and System Feasibility

- Can the facility physically accommodate a universal changing table (wall-mounted or free-standing)?
 - Is the wall structurally sound enough to handle a wall-mounted installation?
 - Is there enough restroom space for 1 person, 1 adult-sized wheelchair, appropriate turning space, and a universal changing table without interfering with doorway clearance or ADA maneuvering clearances?
- Can your staff manage a universal changing table over a long period of time?
- Can the staff and end users confidently operate the universal changing table?

Economic Feasibility

- How will implementation be funded?
 - If the start-up costs are covered, how will the project be funded long-term?
- Will universal changing table installation lead to a return on investment, financial growth, consumer preferences, or positive business perception?
- Do you have the resources to accommodate universal changing table implementation?
- Will universal changing table installation lead to improved health outcomes for consumers?

Legal Feasibility

- Does implementation comply with federal legal standards?
 - Americans with Disabilities Act (ADA)
 - State and local building codes
 - Accessibility standards
- Will pending legislation affect implementation success?
- Is there any legislation that can support implementation?

Operational Feasibility

- What systems need to be in place to sustain the universal changing table?
 - Staff training
 - End user access
 - Cleaning procedures
 - Maintenance procedures
- How will key stakeholders be involved?
- If installing a wall mounted universal changing table, do you have the licensed contractors with knowledge of changing station installation?

Schedule Feasibility

- What is the timeline for implementation?
 - Ordering and delivery times for materials
 - Construction Schedule
 - Safety inspections

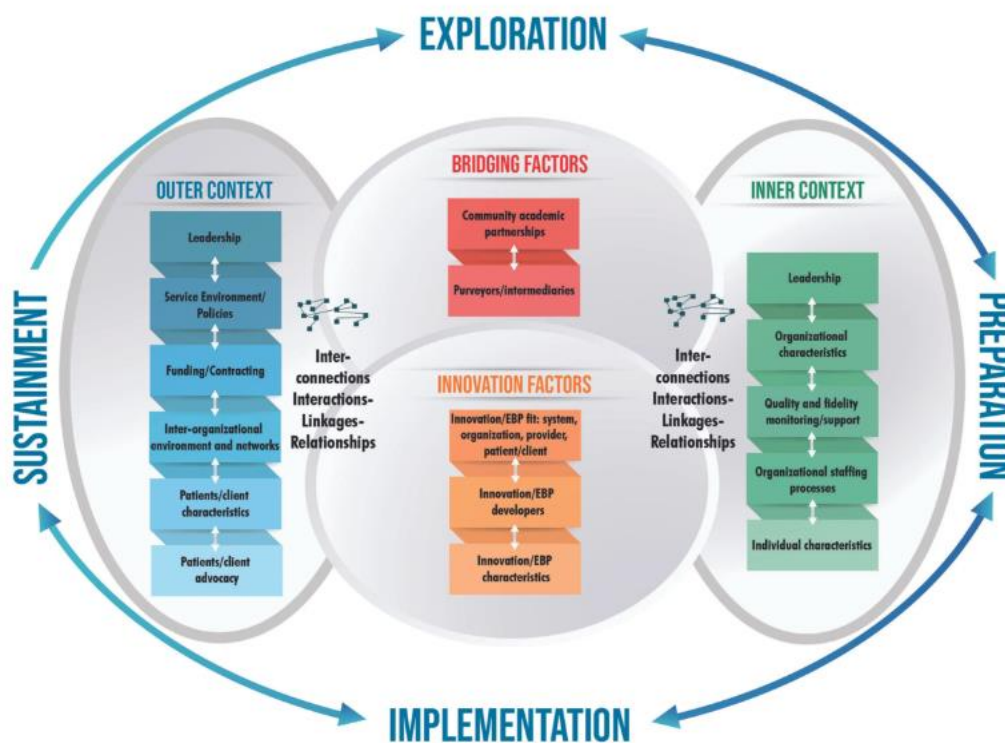
VIII. Implementation and Sustainability Plan

8.1 Implementation and Sustainability Plan

This manual recommends utilizing the exploration, preparation, implementation, and sustainment (EPIS) framework to assess implementation and sustainability success of a universal changing table installation in a space. The EPIS framework is a 4-step implementation science framework and process model that gives an outline to the steps of implementation and sustainability (The Center for Implementation, n.d.). The original EPIS framework is shown in Figure 1, but for the purposes of this manual, the EPIS framework was adapted to assess implementation and sustainability success for universal changing table installation.

Figure 3

Exploration, Preparation, Implementation, Sustainment (EPIS) framework



Note. This figure depicts the EPIS Framework. From Moullin *et al.* (2019)

8.2 Applied EPIS Framework

Phase 1: Exploration

Purpose: To determine if universal changing table implementation needed.

- Is there a need for a universal changing table?
- Who are the key stakeholders in implementation?
- Who will benefit from a universal changing table installation?
- What problem would universal changing table installation solve?

Phase 2: Preparation

Purpose: Plan for implementation

- What resources are needed to initiate and support implementation?
- How much will installation cost?
 - Is funding secured?
 - Is there a budget in place?
- Who is responsible for management over time?
- What are the barriers to implementation?
 - How will they be addressed?
- What are the cleaning and maintenance procedures for the table?
- Do I have a enough space to accommodate a table?
- What is the timeline and when do I want implementation to be completed?
- Can my staff manage a universal changing table installation or do I need to outsource for maintenance?

Phase 3: Implementation

Purpose: Give steps to successfully execute implementation

- Meet with key stakeholders to review installation plans
 - If installing a wall-mounted universal changing table, collaborate with licensed contractors to discuss set-up, structural reinforcements, electric, safety inspections, plumbing, and maintenance considerations.
- Order required materials
 - Height-adjustable universal changing table
 - Signage
 - Single user, family, assisted use toilet, or bathing room. If located in a multi-user toilet room, enough privacy is required for a universal changing table and turning space
 - Side rail(s)
- Coordinate with staff to clarify maintenance procedures, cleaning schedules, equipment use directions, and emergency protocols
- Update any location directory to indicate universal changing table location and user directions.

- Make public announcements about installation
- Update website and/or social medias to inform users of universal changing table
- Execute implementation
- Make sure implementation meets policy standards
 - ADA guidelines
 - State and local building codes
 - Accessibility standards

Outer Context

External factors that influence implementation.

- Legislation
- Community advocacy
- Funding
- Public need
- Stakeholder support

Inner Context

Internal factors that influence implementation.

- Organizational support
- Available budget
- Staff attitudes
- Physical space
- Readiness for change

Phase 4: Sustainment

Purpose: Ensure the universal changing table will be sustained long-term

- Is implementation going as planned?
- How will implementation be financially supported in the long-term?
- Are the end users satisfied?
- How are you evaluating end user satisfaction?
 - Frequency of table use
 - Number of maintenance requests
 - User satisfaction surveys
 - Anonymous feedback
- Is the universal changing table still meeting the needs of the community?
- How will repairs and damage be handled?
 - In-house repairs vs. Outsourcing

Appendix

Appendix A

Universal design principles

Seven Principles and Guidelines of Universal Design		
Principles	Design Rationale	Guidelines
1. Equitable Use	The design is useful and marketable to people with diverse abilities.	1a. Provide the same means of use for all users: identical whenever possible; equivalent when not. 1b. Avoid segregating or stigmatizing any users. 1c. Provision for privacy, security, and safety should be equally available to all users. 1d. Make the design appealing to all users.
2. Flexibility in Use	The design accommodates a wide range of individual preferences and abilities.	2a. Provide choice in methods of use. 2b. Accommodate right- or left- handed access and use. 2c. Facilitate the user's accuracy and precision. 2d. Provide adaptability to the user's pace.
3. Simple and Intuitive Use	Use of the design is easy to understand, regardless of the user's experience, knowledge, language skills, or current concentration level.	3a. Eliminate unnecessary complexity. 3b. Be consistent with user expectations and intuition. 3c. Accommodate a wide range of literacy and language skills. 3d. Arrange information consistent with its importance. 3e. Provide effective prompting and feedback during and after task completion.
4. Perceptible Information	The design communicates necessary information effectively to the user, regardless of ambient conditions or the user's sensory abilities.	4a. Use different modes (pictorial, verbal, tactile) for redundant presentation of essential information. 4b. Provide adequate contrast between essential information and its surroundings. 4c. Maximize "legibility" of essential information. 4d. Differentiate elements in ways that can be described (i.e. make it easy to give instructions) 4e. Provide compatibility with a variety of techniques or devices used by people with sensory limitations.
5. Tolerance for Error	The design minimizes hazards and the adverse consequences of	5a. Arrange elements to minimize hazards and errors: most used elements must

	accidental or unintended actions.	accessible; hazardous elements eliminated, isolated, or shielded. 5b. Provide warnings of hazards and errors. 5c. Provide fail safe features. 5d. Discourage unconscious action in tasks that require vigilance.
6. Low Physical Effort	The design can be used efficiently and comfortably and with a minimum of fatigue.	6a. Allow user to maintain a neutral body position. 6b. Use reasonable operating forces. 6c. Minimize repetitive actions. 6d. Minimize sustained physical effort.
7. Size and Space for Approach and Use	Appropriate size and space is provided for approach, reach, manipulation, and use regardless of user's body size, posture, or mobility.	7a. Provide a clear line of sight to important elements for any seated or standing user. 7b. Make reach to all components comfortable for any seated or standing user. 7c. Accommodate variations in hand and grip size. 7d. Provide adequate space for the use of assistive devices or personal assistance.

Note. From Centre for Excellence in Universal Design. (n.d.). *The 7 principles*.

<https://universaldesign.ie/about-universal-design/the-7-principles>

Appendix B

Grant Writing Resources

Overview of the process

- <https://writingcenter.unc.edu/tips-and-tools/grant-proposals-or-give-me-the-money/>

Candid, overview of grant writing

- <https://candid.org/blogs/nonprofit-grant-writing-tips-free-proposal-resources-expert-how-tos/>

Common application requirements

- <https://candid.org/blogs/four-common-examples-grant-proposal-documents-free-samples-included/>
- <https://candid.org/blogs/how-to-write-a-grant-proposal/>

ADA-specific tips/guidance

- <https://www.erigrants.com/post/ada-compliance-grants-for-nonprofits-funding-your-path-to-accessibility-and-inclusion>

Writing assistance resources for rural NC

- <https://www.resilienceexchange.nc.gov/find-funding/find-funding-grant-assistance>

Appendix C

Wall-Mounted Universal Changing Table Infographic

Wall-mounted Universal changing tables

Adapted from: "Adult Changing Table Comparison Flyer" by Changing Spaces Campaign, 2024, [Adult Changing Table Comparison Flyer](#). As of June 2026



Pressalit Versa-Max Public Restroom Changing Table [1, 4]

- Height-adjustable
- Fold-up table
- Holds up to 500 lbs
- Available in manual or electric
- Mattress and safety lock available
- Price: Between \$9,114-\$11,943



Sova Ascent Universal Changing Table [1, 7]

- Height-adjustable
- Fold-up, electric table
- Holds up to 500 lbs
- Available in 70" and 76" length
- Price: \$9,950 (Payment plans available as of June 2026)



Ropox Shower/Changing Bed [1, 6]

- Height-adjustable
- Fold-up, electric table
- Holds up to 500 lbs
- Available in 70" and 80.5" length
- Not ideal for aggressive environments
- Price: \$9,347.50 - \$10,200



Koala Care KB3000-AHL Adjustable Height Changing Station [1, 2]

- Height-adjustable
- Fold-up table
- Holds up to 500 lbs
- Includes emergency shut off button
- Price: Between \$10,709.72



Pressalit 3000 Adult Changing Tables [1, 3]

- Height-adjustable
- Fold-up table
- Holds up to 500 lbs
- Mattress and safety lock available
- Includes handheld shower head
- Price: Between \$5,565-\$11,853

1. Changing Spaces Campaign. (n.d.). About adult changing tables. <https://www.changing-spaces.org/sites/default/files/changing-tables>. 2. HandiBuyer.com. (n.d.). Koala Care KB3000-AHL, adult special needs wall mounted adjustable height changing station (newest model). <https://www.handibuyer.com/product/koala-care-kb3000-a-hl-adult-special-needs-wall-mounted-adjustable-height-baby-changing-station-newest-model>. 3. Max-Ableby. (n.d.). Pressalit 3000 adult changing table. <https://max-ableby.com/products/pressalit-3000-adult-changing-table>. 4. Max-Ableby. (n.d.). Pressalit Versa-Max adjustable changing table. <https://max-ableby.com/products/pressalit-versa-max-adjustable-changing-table>. 5. ProCure Medical. (n.d.). Ropox shower/changing table. <https://www.procuremedical.com/products/ropox-shower-changing-table>. 6. Sova. (n.d.). Ascent universal changing station. <https://sovausa.com/products/ascent-universal-changing-station>.

Appendix D

Free-Standing Universal Changing Table Infographic

Free-standing Universal changing tables

Adapted from: "Adult Changing Table Comparison Flyer" by Changing Spaces Campaign, 2024, Adult Changing Table Comparison Flyer As of June 2026



Armedica Hi-Lo Changing Table [1, 3]

- Height-adjustable, electric, and mobile
- Holds between 400-500 lbs depending on size
- Offers multiple table sizes, safety belts and hoist lift access
- Price: Between \$2,552-\$4,252



Everway4all Changing Table [1, 2]

- Height-adjustable, electric, and mobile
- Holds up to 496 lbs
- Includes 4-side adjustable foot bars and equipment warranty
- Offers side rail (+\$200)
- Price: Between \$2,140.81



Smirthwaite Essentials Changing Bench [1, 6]

- Height-adjustable, mobile
- Holds up to 400 lbs
- Includes side support rails
- Available in 59.8" and 72.4" length (At least 70" is recommended per the International Building Code)
- Price: Between \$2,192.90



Open Base Power Changing Table [1, 5]

- Height-adjustable, mobile
- Holds up to 400 lbs
- Includes double-sided padded support rails, foot control, and 5-year warranty
- Available in 60" and 72" length (At least 70" is recommended per the International Building Code)
- Price: Between \$1856.78-\$2,039.02



Pressalit VersaMobile MCT3 [1, 4]

- Height-adjustable, electric, and mobile
- Holds between 400-500 lbs depending on size
- Offers small and medium table sizes, safety belts and a mattress
- Price: Between \$2,903-\$3,938

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Appendix E

General Universal Changing Table Infographic

UNIVERSAL CHANGING TABLES

WHAT IS A UNIVERSAL CHANGING TABLE? [2]

A universal changing table is defined as an adult-sized changing table specifically designed to meet the personal care needs of individuals of all heights, weights, and level of mobility.

WHY DO THEY MATTER?

Many individuals with disabilities and their caregivers are unable to participate in their communities, school, and traveling due to inaccessible restroom spaces.

Universal changing tables offer a clean, private space for caregivers to change the individuals who need it.

WHO CAN BENEFIT FROM A UNIVERSAL CHANGING TABLE?

- Physical disability population
- Acquired brain injury population
- People with complex care needs
- Intellectual and developmental disability population
- Caregivers
- Healthcare staff
- Older adults
- People with chronic or progressive illness

Universal changing tables can support numerous individuals, not just one group.

CAREGIVER PERSPECTIVES

“Universal changing tables are the difference between not going out and going out... They’re basically life-changing pieces of equipment.”
— Informal Caregiver B (WI)

“The lack of these tables has been the only thing in our lives that has stopped us from participating in the community.”
— Informal Caregiver G (OH)

WHY SHOULD BUSINESSES INSTALL? [1]

- Consumer Preference**
More people will attend events and participate in the community if they can have a dignified restroom experience.
- Financial Growth**
Businesses who prioritize disability inclusion are eligible to receive tax incentives
- Positive Business Perception**
Having an inclusive space will look good for businesses from a public relations perspective.
- Community Impact**
Prioritizing disability inclusion will increase community accessibility.

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Appendix G

Universal Changing Table Do's and Do Not's Infographic

UNIVERSAL CHANGING TABLES

DO'S AND DO NOT'S

WHAT IS A UNIVERSAL CHANGING TABLE?

A universal changing table is defined as an adult-sized changing table specifically designed to meet the personal care needs of individuals of all heights, weights, and level of mobility.

DO'S ✓ [1,2]

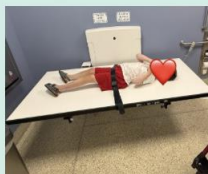
- Install powered, height-adjustable universal changing tables
- If installing wall-mounted universal changing table make sure installation is completed by an experienced contractor.
- Provide sufficient space around the changing table for mobility aids, medical equipment, and caregiver movement during transfers.
- Place universal table in a private space with locked door.
- Advertise location of table in person and digitally
- Provide appropriate signage indicating an "Adult or Universal Changing Station"
- Make sure table meets all requirements (ADA, IBC, building codes, federal and state laws)

DO NOT'S ⚡

- Install a fixed, universal changing table
- Attempt to install a wall-mounted universal changing table without having proper expertise
- Place universal changing table in a space without appropriate space around table to accommodate mobility aids, medical equipment, and caregiver movement during transfers.
- Place universal changing table in a space without appropriate privacy features

YES!

Powered and height-adjustable ✓



(C. Carlson, personal communications, June 16, 2026)

NO!

Manual and fixed height ✗

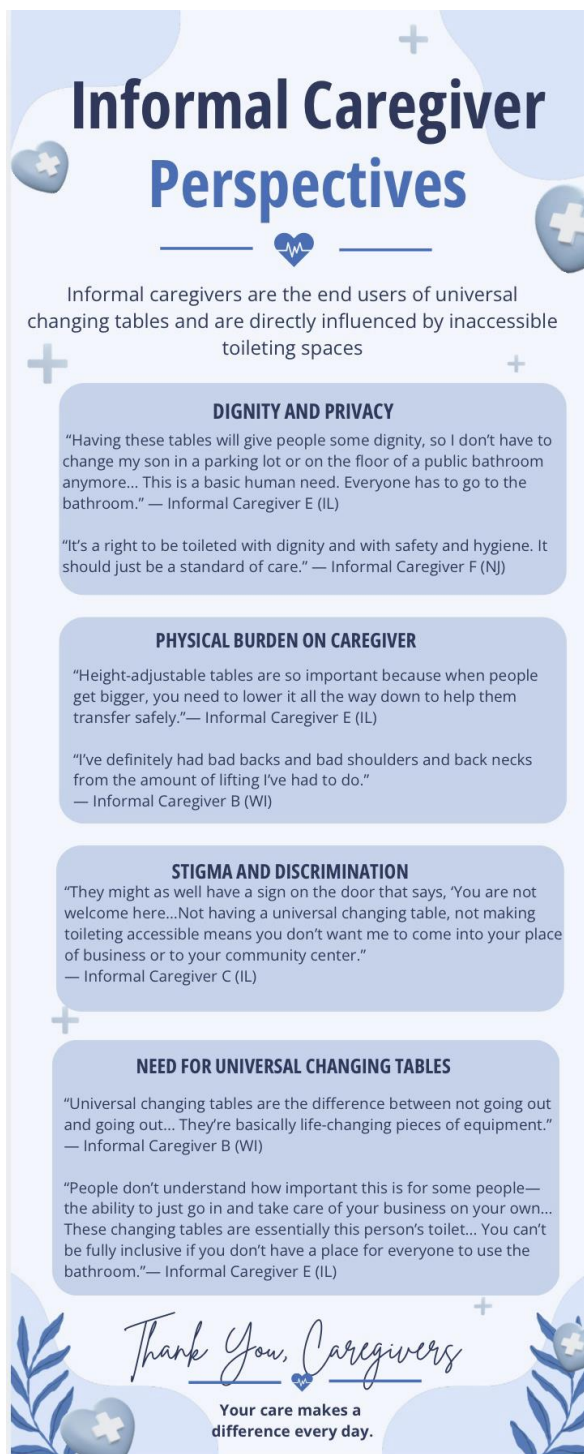


(C. Carlson, personal communications, June 16, 2026)

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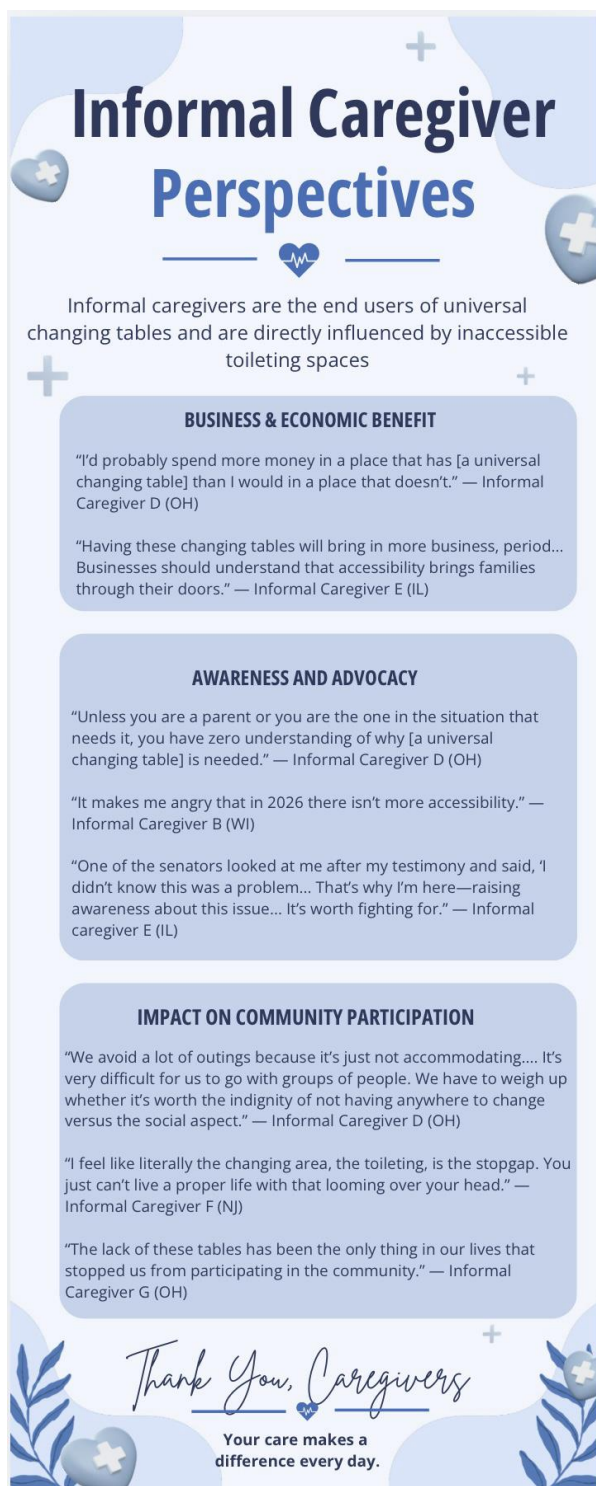
Appendix H

Informal Caregiver Perspectives Infographic (1)



Appendix I

Informal Caregiver Perspectives Infographic (2)



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Capstone Project

This manual was completed in collaboration with the North Carolina Occupational Therapy Association (NCOTA) and the Methodist University Doctor of Occupational Therapy Program. NCOTA'S dedication to advocacy, policy, and advancing the practice of occupational therapy aligns with the goals of this project to improve public toileting accessibility. All information in this manual is up to date and accurate as of August 2026.

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