

TITLE IX: PREGNANT AND PARENTING STUDENTS FREQUENTLY ASKED QUESTIONS

The purpose of this resource is to provide guidance on the Education Amendments of 1972 and their implications for pregnant and parenting students.

Why do we provide accommodations to pregnant students?

Title IX of the Education amendments of 1972 (Title IX), is a Federal civil rights law that prohibits discrimination on the basis of sex – including pregnant, recently pregnant, and parenting students– in education programs and activities.

All public and private schools, school districts, colleges, and universities receiving any Federal funds must comply with Title IX.

What do I do if a student tells me they're pregnant?

Ask them if they need any special accommodations and if have met with the Director of Student Conduct. If they have not, refer them to The Office of Student Conduct for assistance.

What do I do if student tells me they need to miss class for a pregnancy?

We excuse all medically necessary absences for pregnancy. Including doctor's appointments and doctor instructions. We cannot ask for doctor's notes unless we ask for proof from all students who seek accommodations for medical reasons.

How should I work with a student if they're pregnant?

In ideal situations we work with students as soon as they inform us their pregnancy could interfere with their education plan. The sooner they tell us the sooner we can lay out expectations and potential accommodations.

We must provide students with the SAME services/ accommodations we provide any student who has any temporary medical condition/disability.

What do reasonable accommodations for a pregnant student look like?

Reasonable accommodations could be allowing frequent bathroom breaks, a larger desk or different chair if needed. For prolonged absences or medical requirements transfer to an online class or independent study may be appropriate. The length of time needed for medically required absences can vary from pregnancy to pregnancy.

What do reasonable accommodations for a parenting student look like?

Reasonable accommodations for parenting students could be allowing students reasonable time for breastfeeding and facilities to pump breast milk. Pumping facilities should be in a location that is private, clean, and reasonably accessible. Bathroom stalls do not satisfy this requirement.

Breastfeeding students can also be referred to the Office of Student Conduct to set up breastfeeding accommodations.

Can I just drop a pregnant student for missing too many classes?

No. Pregnant students cannot be penalized for taking leave, and must be able to return to school in the same status they had before taking leave.

What do I do if the student has already or will miss too much class to make up?

If a student has excessive absences due to pregnancy an Incomplete can be given with the expectation that they'll complete it up upon their return. Outline instructions for how the student can complete the work upon their return and any important institutional deadlines. The standard process for incomplete grades can be found in the PAC Catalog. A student will have 120 calendar days from the end of term to complete the coursework. Work with the chair of the department if an incomplete is needed.

Can I ask a student to prove they're pregnant or provide a doctor's note?

We cannot ask for doctor's notes unless we ask for proof from all students who seek accommodations for medical reasons.

How can I help make students aware of these services?

- Add information about pregnancy to your syllabus
- Refer students to Director of Student Conduct
- Share resource websites

Where can I get more information about supporting pregnant students on campus?

For more information or for additional resources, contact:

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