



# Introduction to Pregnancy Obligations Under Title IX



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## COURSE OBJECTIVES

Purpose of this course

What you will learn

Who this course is for



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## WHAT IS TITLE IX?

*Federal civil rights law passed in 1972. Prohibits sex discrimination in education programs. Includes protections for pregnant and parenting students.*



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"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

## Pregnancy Discrimination Under Title IX



01

Right to accommodations to ensure equal access

02

Protection from exclusion or retaliation

03

Pregnancy treated as a temporary disability



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# Protection Against Exclusion

Schools may not exclude a student from any class, program, or extracurricular activity because of pregnancy, childbirth, or related conditions.

Participation must be voluntary if an alternate program or activity is offered (e.g., homebound instruction).



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## EQUAL TREATMENT AND ACCESS

Pregnant students must be treated the same as temporarily disabled students regarding services and accommodations.

All benefits and services provided to other students with temporary medical conditions must also be made available to pregnant students.



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# Reasonable Accommodations

Schools must provide reasonable adjustments as needed for pregnancy-related conditions (e.g., larger desks, breaks during class).



Instructors and staff cannot penalize students for medically necessary absences related to pregnancy or childbirth.



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## TYPES OF PREGNANCY ACCOMMODATIONS



### Academic Adjustments:

- Extended deadlines for assignments, projects, and exams
- Opportunities for makeup work after absences related to pregnancy or childbirth
- Flexibility in attendance policies without penalty

### Scheduling Accommodations:

- Modified class schedules to accommodate medical appointments or pregnancy-related fatigue
- Option to attend classes remotely or access recorded lectures if available
- Adjusted exam times or locations to reduce stress or physical discomfort

### Physical Accessibility and Facilities:

- Access to rest areas or more frequent breaks during classes or exams
- Permission to carry water, snacks, or pillows as needed
- Use of elevators or accessible routes if mobility is affected

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## TYPES OF PREGNANCY ACCOMMODATIONS



### Leave and Reinstatement Rights:

- Approved medical or parental leave without academic penalty
- Clear policies for returning to classes or programs post-leave
- Protection from being dropped or dismissed due to pregnancy-related absences

### Support Services Access:

- Referral to campus health centers, counseling, or support groups
- Collaboration with disability services if pregnancy-related complications qualify
- Provision of academic advising tailored to pregnancy or parenting needs



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## LEAVE AFTER CHILDBIRTH

Students recovering from childbirth may also be entitled to leave. Again, must allow them to return to the same academic and extracurricular status they held before leave, and must not penalize them for missed coursework.



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## LEAVE AND REINSTATEMENT RIGHTS

Students must be allowed to take leave for pregnancy, childbirth, or related recovery, and return to the same academic and extracurricular status they held before.



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## Lactation and Nursing Accommodations



Students must be allowed time and space to express milk



Private, clean, non-bathroom space must be available



Flexibility in scheduling or attendance for nursing students



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## Obligations of Institutions and Districts

Promptly respond to accommodation requests

Provide accommodations without requiring detailed medical records

Train faculty and staff on compliance



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## Protection From Harassment and Retaliation



Provide information about the school's obligations



Students are protected from retaliation for asserting their rights or requesting accommodations



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# DEVELOPING EFFECTIVE POLICIES



Clear written policies on pregnancy accommodations

Mechanism within policy for the process a school will use for grievances for failure to accommodate/pregnancy discrimination

Communicate policies to students and employees

Coordinate with campus resources

Ongoing review and updates



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## Parenting Students



01

Equal access to academic programs, extracurriculars, and support services

02

No exclusion from student housing due to parenting status

03

Avoid assumptions about parenting students' abilities or priorities



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# Policies/Accommodations for Parenting Students

Title IX does not require schools to provide class accommodations specifically for parenting students, unless those students are also affected by another protected category

However, schools may not discriminate based on parental status, and supportive policies are encouraged



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## Final Reminders



Pregnancy discrimination is an unlawful form of sex discrimination



No exclusion or unequal treatment based on sex stereotypes



Report of discrimination for failure to accommodate needs a response



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Don't  
Forget!

**Who oversees these obligations?**

Title IX Coordinator



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**QUESTIONS?**

Title IX Coordinator  
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