



Coffee and Conversation: Title IX & Pregnancy Series

SESSION #3: Developing Educational Materials for Faculty and Students

February 23, 2023

2pm-3pm Eastern

Presented by Adrienne Meador Murray



Why it Matters

According to the US Centers for Disease Control and Prevention, pregnancy is the #1 reason girls drop out of school.

Social determinants of health, such as low education and low income levels of a teen’s family, may contribute to high teen birth rates.¹

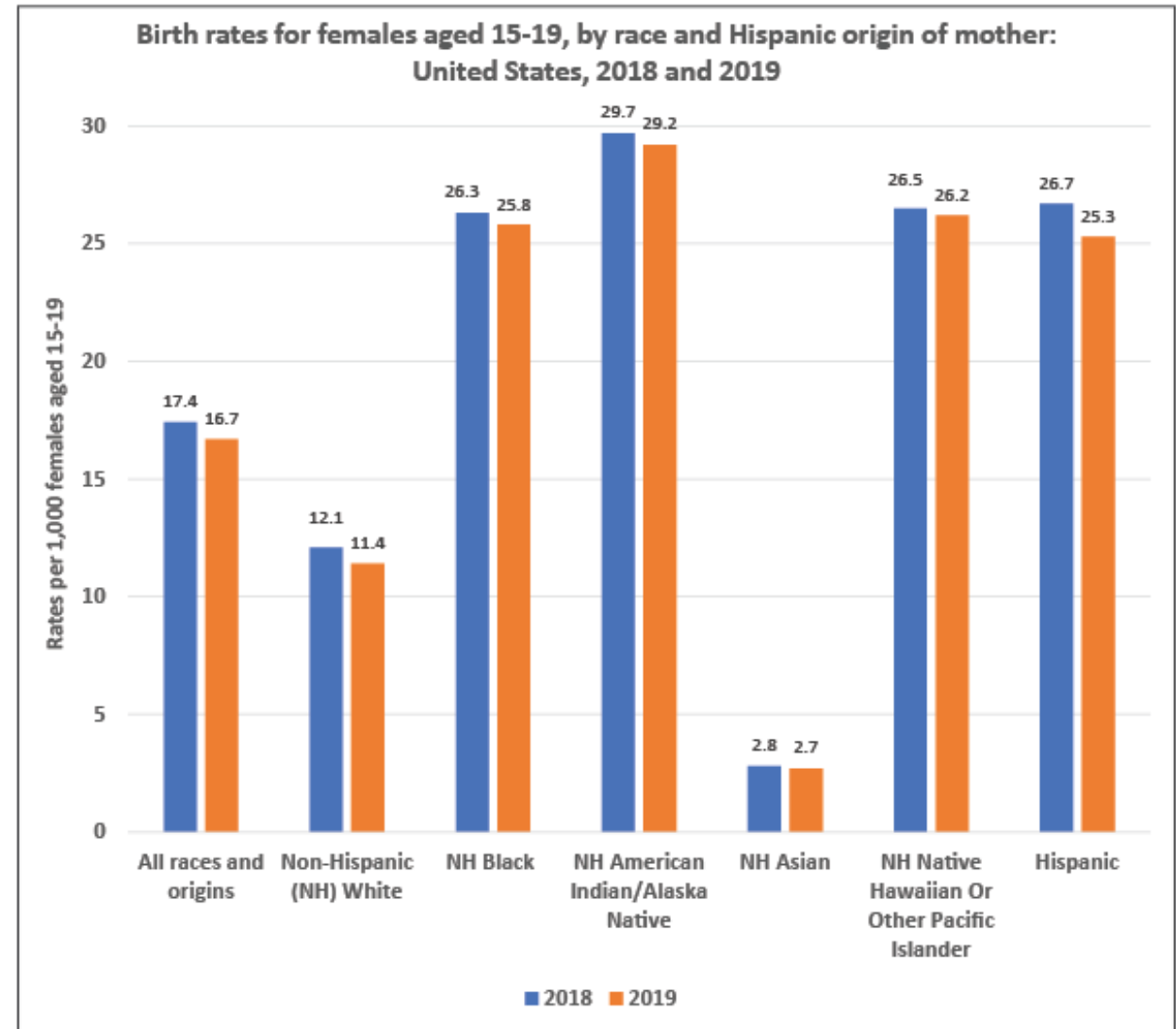
Only about 50% of teen mothers receive a high school diploma by 22 years of age, whereas approximately 90% of women who do not give birth during adolescence graduate from high school.²

Less than 2% of teen moms graduate college by the time they turn 30. (Work, school and taking care of a baby is a daunting task and is too much for anyone. Many teen moms work minimum wage jobs to make ends meet.)³

1-Penman-Aguilar A, Carter M, Snead M, Kourtis A. Socioeconomic disadvantage as a social determinant of teen childbearing in the *US Public Health Rep.* 2013;128(suppl 1):5

2-Romero L, Pazol K, Warner L, et al. Reduced disparities in birth rates among teens aged 15 to 19 Years—United States, 2006–2007 and 2013–2014. *MMWR Morbid and Mortal Wkly Rep.* 2016;65(16):409–414.

3-National Campaign to Prevent Teen Pregnancy



Data source: Martin JA, Hamilton BE, Osterman MJK, Driscoll AK. Births: final data for 2019. *Natl Vital Stat Rep.* 2021;70(2):1–50.



Title IX of the Education Amendments of 1972

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.

Training and
Education for
Employees
and Students

Pregnancy Discrimination



Group Discussion!

- **What materials and/or training do you currently provide to educate students on their rights as pregnant, parenting, lactating people?**
- **What materials and/or training do you currently provide to educate employees on their rights as pregnant, parenting, lactating people?**
- **What materials and/or training, do you currently provide to educate employees on their employment responsibilities towards pregnant, parenting, lactating people to prevent discrimination?**



PREGNANT & PARENTING STUDENTS

MY SCHOOL MY RIGHTS KNOW YOUR RIGHTS

Do I have the right to stop attending school because I am pregnant or after childbirth?

NO. You must remain enrolled in school until you graduate from high school, receive a G.E.D or turn 18 years of age.

Do I have the right to stay in my same school while I am pregnant or after childbirth?

YES. You have the right to stay in your same school and participate in all school activities, including sports, physical education, school dances and graduation. You also have a right to change schools and enroll in continuation, independent study, a G.E.D. program, or adult educational classes. Staying or changing schools is your choice.

Can my school require me to enroll into a parenting student program at my school?

NO. A school may offer programs for pregnant and parenting students, like Cal-SAFE, but participation in those programs must be completely voluntary.

PREGNANCY AND PARENTING RESOURCES FOR STUDENTS



Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex—including **pregnancy and parental status**—in educational programs and activities. Know your rights, and know where to get support.

YOUR RIGHTS

- You must be provided with reasonable adjustments, such as a larger desk, elevator access, or allowance for frequent bathroom breaks, when necessary because of your pregnancy.
- You must be allowed to make up any work missed while on medical leave.
- You must not be required to submit a doctor's note for absences related to your pregnancy or childbirth, unless ALL students are required to submit a doctor's note for absences and health-related issues.

YOUR RIGHTS

- You must be allowed to continue participating in classes and extracurricular activities while you are pregnant.
- Absences due to pregnancy or childbirth must be excused, for as long as your doctor deems necessary.
- Your instructor may not refuse to allow you to submit work after a deadline you missed because of pregnancy or childbirth. You should be allowed to make up any participation or attendance credits you did not have the chance to earn due to your pregnancy.

RESOURCES FOR UNDERGRADUATE AND GRADUATE STUDENTS

OFFICE OF COMPLIANCE DIVERSITY & ETHICS

373 Aquila Building
Fairfax Campus
703-993-8730
titleix@gmu.edu

RESOURCES

Student Health Services

Student Health Services offers both pregnancy testing (for a fee) and counseling regarding options, resources, and services available.

Office of Disability Services

Contact Disability Services to discuss possible accommodations (e.g., classroom furniture, location to vehicle access) if you need assistance with a pregnancy-related condition.

New Student & Family Programs & Contemporary Student Services

Contemporary Student Services and New Student and Family Programs coordinate with faculty, staff, and administrators to provide support for pregnant and parenting students.

RESOURCES

Child Care Services

The Child Development Center of the Fairfax Campus serves faculty, staff, and students at the university, with enrollment on a first-come, first-served basis. Regular child care is provided from 7:00am to 4:00pm, Monday through Friday, for children 3-5 years old. Childcare around 2, 3, or 5 days per week.

Additional resources are available across local counties, including Fairfax County, Arlington County, Prince William County, and Loudoun County.

Lactation Spaces

The University supports working and learning mothers. As such, we offer private spaces on each campus to accommodate nursing mothers. Specific locations of the Fairfax Campus, Arlington Campus, and Eastern Campus.

PREGNANCY AND THE RIGHT TO EDUCATION

KNOW YOUR RIGHTS:

- ✓ **THE RIGHT TO EDUCATION:** Everyone has the right to basic education, being pregnant does not change this. A school cannot refuse to admit you because you are pregnant.
- ✓ **THE RIGHT TO NON-DISCRIMINATION:** No person, school, policy or practice may unfairly discriminate against you based on your pregnancy status.
- ✓ **THE RIGHT TO PRIVACY:** You have the right to confidentiality regarding your health status.
- ✓ **THE RIGHT TO BODILY AND PSYCHOLOGICAL INTEGRITY:** You have the right to make decisions

If you are pregnant your school / the SGB CANNOT:

- ✗ suspend you
- ✗ recommend you be expelled
- ✗ force you to go home without being told when you may return
- ✗ say you cannot write exams
- ✗ tell you to pay a deposit to the school in case of a medical emergency
- ✗ say you cannot attend school



The
Pregnant
Scholar

“Helpful Handouts”

<https://thepregnantscholar.org/helpful-handouts/>

STUDENT HANDOUTS



[Title IX and Pregnancy Basics](#)

[Know Your Rights: Pregnancy Accommodations](#)

[Know Your Rights: Breastfeeding Accommodations](#)

[Know Your Rights: Leave and Absences](#)

[Know Your Rights: Working on Campus](#)

[Student Frequently Asked Questions](#)

FACULTY HANDOUTS



[Title IX and Pregnancy Basics](#)

[Best Practice Guide: Supporting Students in Your Classroom](#)

[Common Pregnancy-related Accommodations](#)

[Faculty Frequently Asked Questions](#)

[Proposed Syllabi Insert](#)

Model Website Information

- ✓ Pregnancy and Other Related Conditions
- ✓ Rights of the Pregnant Student
- ✓ Rights of the Pregnant Employee
- ✓ Confidentiality and Self Advocacy
- ✓ Retroactive Assistance
- ✓ Rights Related to Other Protected Items for Students
 - ✓ Abortion or Loss of Pregnancy
 - ✓ Other Related Conditions
 - ✓ Lactation
- ✓ Disability Services
 - ✓ When and how to access
- ✓ Applicable Policies
 - ✓ Title IX
 - ✓ EEO
 - ✓ Lactation
 - ✓ Disability
- ✓ How to get help with modifications for school or work
- ✓ How to file a complaint
- ✓ FAQ



Pregnancy and Other Related Conditions

Sample Language (*Pregnant or Parenting? Title IX Protects You From Discrimination At School*)

Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

Title IX regulation also prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex. Under Title IX, it is illegal for schools to exclude a pregnant student from participating in any part of an educational program.

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html>

Rights of Students

A school must...

- Allow a student to continue participating in classes and extracurricular activities even though they are pregnant. This means that a student can still participate in advanced placement and honors classes, school clubs, sports, honor societies, student leadership opportunities, and other activities, like after-school programs operated at the school.
- Allow the student to choose whether they want to participate in special instructional programs or classes for pregnant students. A student can participate if they want to, but the school cannot pressure them to do so. The alternative program must provide the same types of academic, extracurricular and enrichment opportunities as your school's regular program.

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html>

Continued

- Allow you to participate in classes and extracurricular activities even though you are pregnant and not require you to submit a doctor's note unless your school requires a doctor's note from all students who have a physical or emotional condition requiring treatment by a doctor. Your school also must not require a doctor's note from you after you have been hospitalized for childbirth unless it requires a doctor's note from all students who have been hospitalized for other conditions.

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html>



Continued

- Provide you with reasonable adjustments, like a larger desk, elevator access, or allowing you to make frequent trips to the restroom, when necessary because of your pregnancy.

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html>

Excused Absences and Medical Leave – A School MUST:

- Excuse absences due to pregnancy or childbirth for as long as your doctor says it is necessary.
- Allow you to return to the same academic and extracurricular status as before your medical leave began, which should include giving you the opportunity to make up any work missed while you were out.
- Ensure that teachers understand the Title IX requirements related to excused absences/medical leave. Your teacher may not refuse to allow you to submit work after a deadline you missed because of pregnancy or childbirth. If your teacher's grading is based in part on class participation or attendance and you missed class because of pregnancy or childbirth, you should be allowed to make up the participation or attendance credits you didn't have the chance to earn.
- Provide pregnant students with the same special services it provides to students with temporary medical conditions. This includes homebound instruction/at-home tutoring/independent study.

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html>

Lactation is Tied to Sex

“Because lactation is a condition tied to sex and gender, Title IX protects people from discrimination on the basis of lactation. No student should face harassment or other discrimination as a result of their lactation status. And, to avoid treating lactating students less favorably than others in violation of the law, educational institutions must meet the needs of lactating students at least to the extent they meet the health needs of other students. For example, if professors permit students to take breaks when necessary to check blood sugar, use the restroom, or address another health condition, they should do the same for lactating students.”

The Pregnant Scholar, Fact Sheet, Protections for Lactating Students

<https://thepregnantscholar.org/wp-content/uploads/FACT-SHEET-Breastfeeding.pdf>

Breastfeeding and Lactation: ED “Encourages”

- The U.S. Department of Education **encourages schools** to provide lactating students with a private room to breastfeed or pump.
- Current Title IX guidance offers little guidance on the specifics of lactation rooms for students.
- That said, if a student’s ability to get an education is limited because there is no suitable space for you to pump, that is likely a violation of Title IX.
- Additionally, if other students are given access to private space, refrigerators, or electrical outlets to address non-pregnancy/childbirth-related medical conditions, you should be given the same special services to address your lactation-related needs.

Time Away from Class: What is Reasonable?

- Each mom and baby are different. Most examples cite between 15-25 minutes to pump; however, location of the lactation space (travel to and from) must also be considered.
- If a student must miss class to nurse or pump, their absence should be excused, and they should not be penalized for their time away. This means that a student's grade cannot be lowered due to poor attendance, they must be given the ability to make up any work missed, and they must be able to get the information you missed as well.
- If a student has difficulty getting excused absences, they may need to provide a doctor's note stating that it is medically necessary for them to pump on a certain schedule.

Time Away

- An institution must accommodate any lactation-related impairments, such as serious infections, as they would other medical conditions.



University of Maryland

[Discrimination](#)

[Disability & Accessibility Policy and Procedures](#)

[Non-Discrimination Policy and Procedures](#)

[Title IX Non-Discrimination Notice](#)

[Pregnant and Parenting Students](#)

HOME > PREGNANT AND PARENTING STUDENTS

Pregnant and Parenting Students

Complete the *Pregnant and Parenting Student Self-Identification Form*.

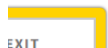
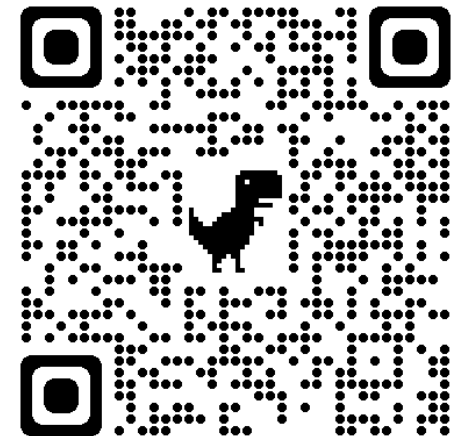
[Printable PDF](#)

Under Title IX

Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex, including pregnancy and parental status, and requires that all educational institutions provide a range of reasonable adjustments to students who need them due to pregnancy and childbirth. These should be assessed on a case-by-case basis with interactive dialogue between the faculty/staff member and the student.

Pregnant and Parenting Students' Rights

Title IX requires that the University provide reasonable adjustments to students who need them due to pregnancy for as long as is medically required. This may include adjusting a students' schedule or allowing frequent trips to the restroom when necessary. Other examples include, but are not limited to, the following:



UConn | UNIVERSITY OF CONNECTICUT 🔍 A-Z

Office of Institutional Equity Search this site... 🔍

[Home](#) [Equity at UConn](#) [Policies & Procedures](#) [Resources](#) [Contact](#)

Pregnant and Parenting Resources for Undergraduate Students

The University of Connecticut is committed to maintaining a safe and non-discriminatory learning, living and working environment for all members of the University community. This includes providing support and resources to students, faculty and staff who are pregnant or caring for children. UConn encourages students who are pregnant to disclose this information to the [Center for Students with Disabilities](#) if they are seeking accommodations.

The US Department of Education's regulation implementing Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. If you are a pregnant or parenting student, UConn has resources to help you.

Accommodations

Pregnant students are entitled to engage in the interactive, individualized process to review accommodations, the same as students with other medical conditions, illness or injury. Students may contact the Center for Students with Disabilities for assistance.

- [Center for Students with Disabilities](#)
The Center for Students with Disabilities (CSD) engages in an interactive process with each student and reviews requests for accommodations on an individualized, case-by-case basis. The CSD may also assist students who have a [temporary condition such as pregnancy](#), which may result in functional limitations.

Support

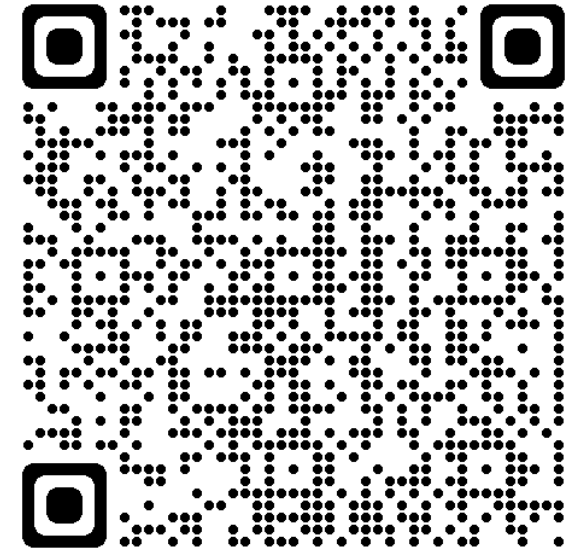
- [Dean of Students Office](#) (Storrs)
The Dean of Students Office serves as a centralized resource for connecting students with appropriate university and community programs, offices and individuals. The office supports students in resolving educational, personal and other university concerns that affect the quality of their academic or community life and personal goals.

Student Health

- [Student Health Services](#) (located on Storrs campus)
- [Sexual & Reproductive Health Services](#) (a service of Student Health Services), includes HIV vaccine and clinics, STI testing, emergency contraception services, and other counseling services.
- Prenatal Care: [US Department of Health and Human Services Office of Women's Health](#)

On-Campus Counseling Services

- Storrs
 - [Counseling & Mental Health Services](#)



University of Cincinnati

EQUITY, INCLUSION & COMMUNITY IMPACT

[About](#) [Equity & Inclusion](#) [Equal Opportunity & Access](#) [Gender Equity & Inclusion \(Title IX\)](#) [Community Impact](#) [Make a Gift](#) [DEI Toolkit](#)

[Title IX Proposed Amendments 2022](#) [Anonymous Letter](#)

[Making a Report](#) >

[Support & Resources](#) v

[Supportive Measures](#)

[Pregnant and Parenting Students and Employees](#)

[Responding to Disclosures](#)

[Resources for Complainants and Respondents](#)

[Gender Identity Resources](#)

[Community Education & Training](#) >

[Title IX](#) >

[Training Materials for UC Title IX Personnel](#)

Pregnant and Parenting Students and Employees

Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964 prohibit discrimination on the basis of sex – including pregnancy and parental status – in educational programs and activities and in employment.

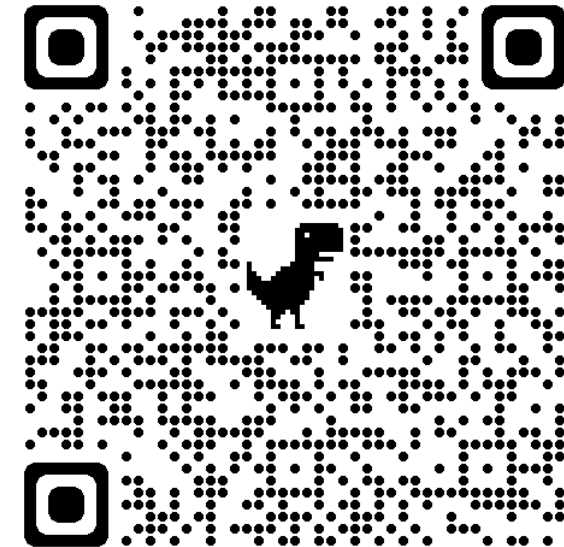
The Office of Gender Equity & Inclusion can assist students and employees who believe they have been discriminated against on the basis of pregnancy or parental status. Please [contact us](#) if you would like to schedule a consultation to discuss your concerns.

Federal Legislation Related to Pregnancy

In October 2022, the Office for Civil Rights published [Discrimination Based on Pregnancy and Related Conditions: A Resource for Students and Schools](#) outlining protections for students.

Impairments resulting from pregnancy, such as gestational diabetes or preeclampsia, may be disabilities under the [Americans with Disabilities Act](#).

Together, the Pregnancy Discrimination Act (PDA) and the Americans with Disabilities Act (ADA) provide some protections for pregnant workers. However, there is no federal law that explicitly and affirmatively guarantees all pregnant workers the right to reasonable accommodation so that they can continue working without jeopardizing their pregnancy.



Oregon Health & Sciences University



Pregnant and Parenting

Search OHSU



Employees

Students

Child Care

Lactation for
Employees and
Students

Additional Resources

Home > Pregnant and Parenting > Students

Pregnant and Parenting Students



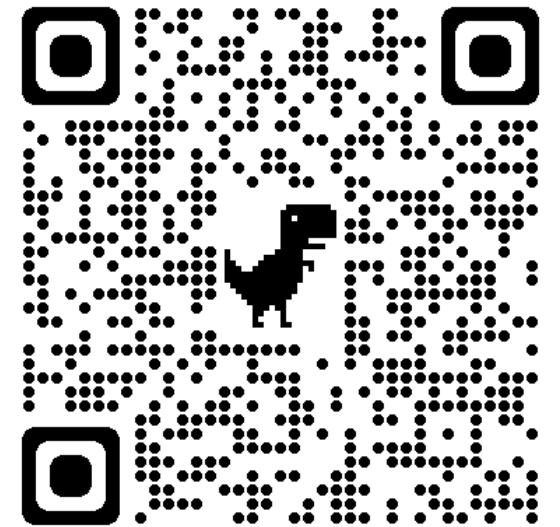
Starting and growing your family can be a very exciting time, but it can also be a very challenging one, especially when you are pursuing studies in a rigorous advanced degree program. By talking with your [Program Accommodation Liaison](#) and gaining the approval of your program director, you can make adjustments to your schedule and program requirements to meet your academic and life needs. These adjustments can be made for any student who will be welcoming a new child into their family, including both birth parents (pregnant student) and non-birth parents (such as the father, parent through surrogacy, adoptive parent or foster parent). Please refer to the other sections of this website for information about [child care](#) (including financial assistance), [lactation](#) and [other resources](#).

Academic options

There are two basic options to consider if you're expecting to add to your family, in order to accommodate the birth or adoption of your child: You may opt to take a voluntary [Leave of Absence](#) or [Continue Enrollment](#). If you choose to continue enrollment, this can be with or without [reasonable academic adjustments](#).

What is a program accommodation liaison?

Your program accommodation liaison is the best resource to help guide



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Tarrant County College

The screenshot shows the top portion of the Tarrant County College website. At the top left is the TCC logo with the tagline "Tarrant County College SUCCESS WITHIN REACH". To the right are links for "Give", "InsideTCC", "Jobs", "Current Students", and "Canvas", followed by a search bar. Below this is a dark blue navigation bar with white text for "Home", "Admission", "Academics", "Services", "Community", "About", and "Locations". Underneath the navigation bar is a row of four images: a smiling woman, a group of students studying outdoors, a woman and child with a laptop, and a large campus building. Below the images is a breadcrumb trail: "Home > Services > Student Life > Student Rights and Responsibilities > Title IX and Sexual Misconduct > Pregnant and Parenting Students". To the right of the breadcrumb are "Print", "Listen", and "Save?" buttons.

SERVICES

[Title IX and Sexual Misconduct](#)

[Report Sexual Misconduct or Sex/Gender Discrimination](#)

[Title IX at TCC](#)

[Pregnant and Parenting Students](#)

[FAQs](#)

[Sexual Misconduct Protocol](#)

[Student Title IX Online Program](#)

[Violence Against Women Act](#)

[Contacts for Students](#)

[Contacts for Employees](#)

[Download the Reach Out App](#)

PREGNANT AND PARENTING STUDENTS

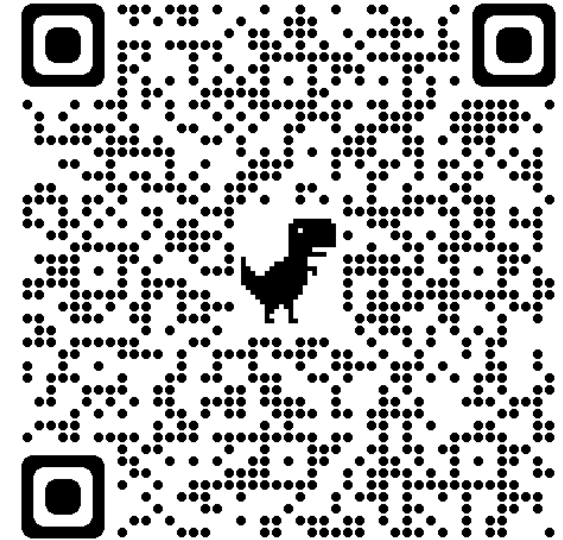
What the Title IX Law Says

Title IX prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Title IX also prohibits a school, college, or university from applying any rule related to a student's parental, family, or marital status that treats students differently based on their gender.

What the Title IX Law Means for You

If you're pregnant, you should notify your instructor as soon as possible so they're aware of absences due to pregnancy or related conditions. Your instructor should then develop a reasonable plan for completing missed coursework or assignments; this can include assignment substitutions, modified due dates or additional assignments.

Any absences related to pregnancy or parenting must be considered medically necessary and can only be excused with the Pregnancy and Parenting Student Excused Absence Form.



What's Coming?

NPRM: Enhanced Protections for Pregnancy and Parenting

- Define Pregnancy and related conditions
- Expand 2020 to clarify pregnancy is form of sex discrimination
- Reporting and notification requirements
- Grievance process required
- Protections against retaliation
- Trainings specific to pregnancy





What do I do now?

