

PREGNANCY ACCOMMODATIONS

Title IX prohibits discrimination on the basis of sex including pregnancy, parenting and all related conditions in education and in programs and activities that receive federal funding. Title IX specifically prohibits discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. This means persons who are able to participate in an educational program or activity. Please review the information below to learn more about protections and accommodations provided by the F&M Title IX Office.

For Students:

Educational Programs or Activities Include:

Class Attendance

Must be allowed the opportunity to attend classes regardless of pregnancy or parenting status.

Excused Absences

Absences due to pregnancy or childbirth must be excused as long as it is deemed medically necessary by the treating physician. Documentation should be provided to the Title IX Office.

Make-up work

Tutoring or other accommodations

Access to lactation centers

Scholarships

Financial Aid

What types of adjustments may students request?

Students may request adjustments based on general pregnancy needs or accommodations based on a pregnancy-related condition. Students seeking a pregnancy adjustment should contact the Title IX Office to request reasonable adjustment. Specific adjustments will be handled on a case by case basis and will depend on medical need and academic requirements. Some examples include:

a larger desk

breaks during class, as needed

permitting temporary access to elevators

rescheduling tests or exams

excusing absences due to pregnancy or related conditions

submitting work after a deadline missed due to pregnancy or childbirth

