

Title IX support for students with pregnancy-related conditions

[Institution] is committed to ensuring opportunities for students who are pregnant or experiencing pregnancy-related conditions under Title IX. [Institution] will not discriminate in any educational program or activity against any student on the basis of sex and prohibits sex discrimination in any activity we operate. This commitment to non-discrimination includes non-discrimination against students and staff based on their current, potential, or past pregnancy or related conditions. Learn more about our Title IX responsibilities, [here](#).

As a part of our dedication to your success, our Title IX office will facilitate support, including:

Changes you need because of pregnancy or related conditions

You have a right to reasonable modifications in your classes, exams, or other activities. That may mean changes to our existing policies, practices, or procedures. It is up to you whether to ask for or accept a modification. If you need a change to protect your health or ensure you're able to continue in your studies, please let us know and we will work with you to secure reasonable modifications individualized to your needs and program. Common pregnancy-related modifications include:

- Breaks to eat, drink, use the restroom, or attend to health needs
- Intermittent absences for healthcare appointments
- A larger desk
- Avoiding chemicals
- Shifted deadlines

Medically necessary time off

In addition to intermittent time off for healthcare, many students will need to take time away from their studies to recover from childbirth or other pregnancy related conditions. Students who are pregnant or experiencing pregnancy-related conditions are entitled to take leave for as long as their healthcare provider says is medically necessary. You cannot be *required* to take time off. If you would like to take time off, we will help ensure that you are able to return to the same status, without academic penalty.

Lactation breaks and space

Students are entitled to reasonable modifications to allow them to meet their lactation needs. In addition, we provide students with clean, non-bathroom lactation spaces that are private (free from view and intrusion). For assistance and to see a list of our spaces [[insert contact or web address](#)].

Inclusion and non-discrimination

Students who are pregnant or have pregnancy-related conditions may choose to access a separate and comparable portion of an educational program of activity (if available) but remain welcome in their program. If you feel like you have been encouraged to leave a program or are in some way being excluded, please reach out to our office immediately. We take any discrimination on the basis of pregnancy and related conditions seriously as a potential violation of Title IX.

Privacy protections and limitation on documentation

In order to arrange reasonable modifications or time off, we may require medical documentation. We will only ask for documentation when it is necessary and reasonable to do so, and we will protect the privacy of your medical information to the fullest extent permitted by law. [[Consider adding a link to a privacy policy, if any](#)]

Resources for students with pregnancy-related conditions

[You may wish to include a list of resources, including:

- Link to pregnancy accommodation, lactation, and/or leave policy
- Student parent center
- Campus childcare
- Basic needs center
- Financial aid (to offer insight into the student's adjusted cost of attendance, or the ramifications of leave)
- Student counselling services
- Gender or women's center

You may also wish to include information about common community supports relevant to student parents, such as local childcare finders, WIC offices, or SNAP programs.]

Key Contacts

For more information about modifications, leave, or to report discrimination contact:

[insert Title IX point of contact for pregnant students]