SESSION #2: Creating a Campus Lactation Policy

February 9, 2023

2pm-3pm Eastern

Presented by Adrienne Meador Murray

Title IX of the Education Amendments of 1972

Pregnancy and Other Related Conditions

The Current Risks of

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.

Continued

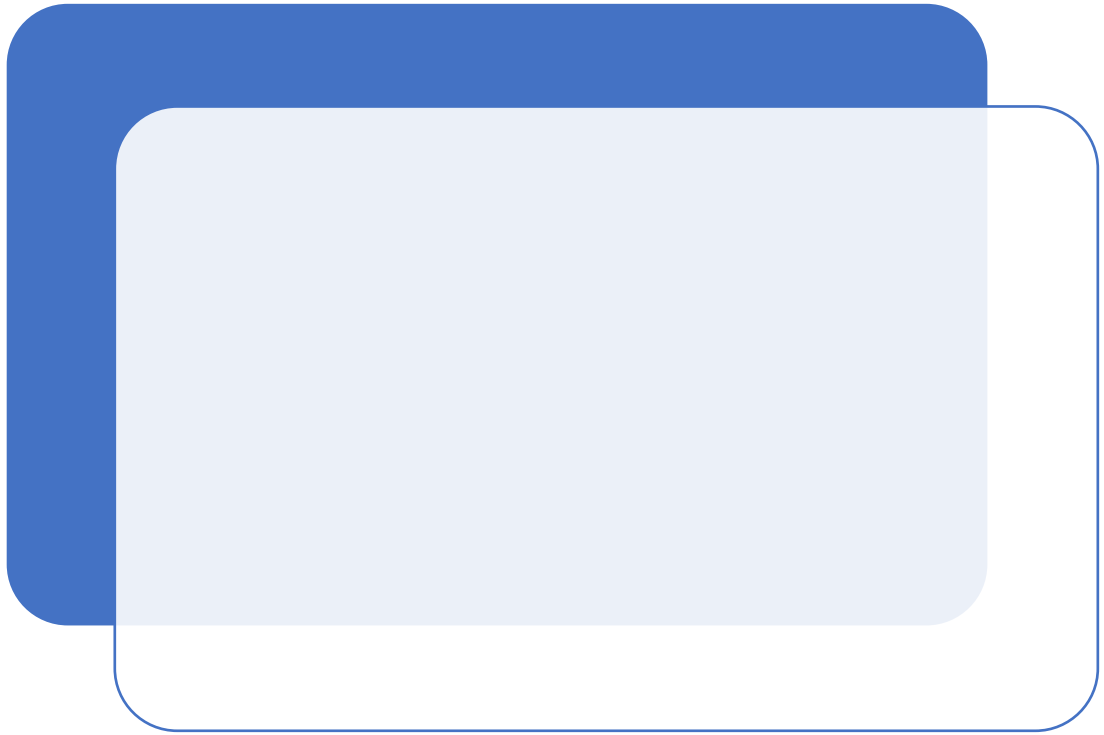
- Provide you with reasonable adjustments, like a larger desk, elevator access, or allowing you to make frequent trips to the restroom, when necessary because of your pregnancy.

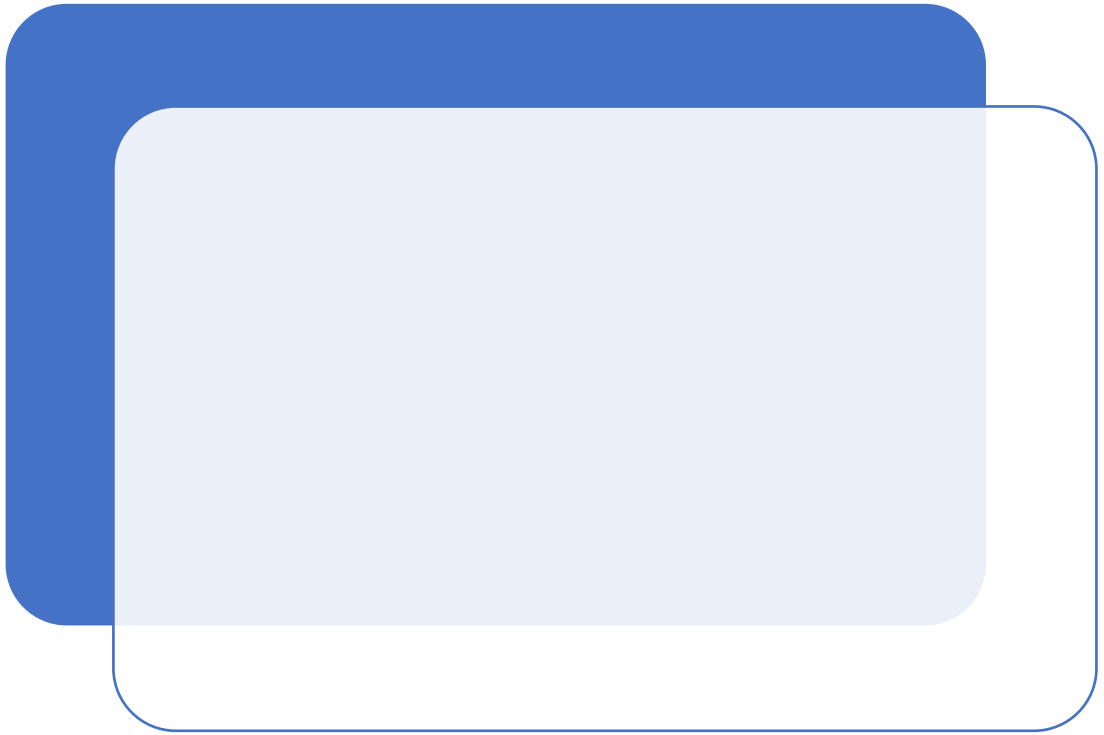
Excused Absences and Medical Leave
A School MUST:

- 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.
-

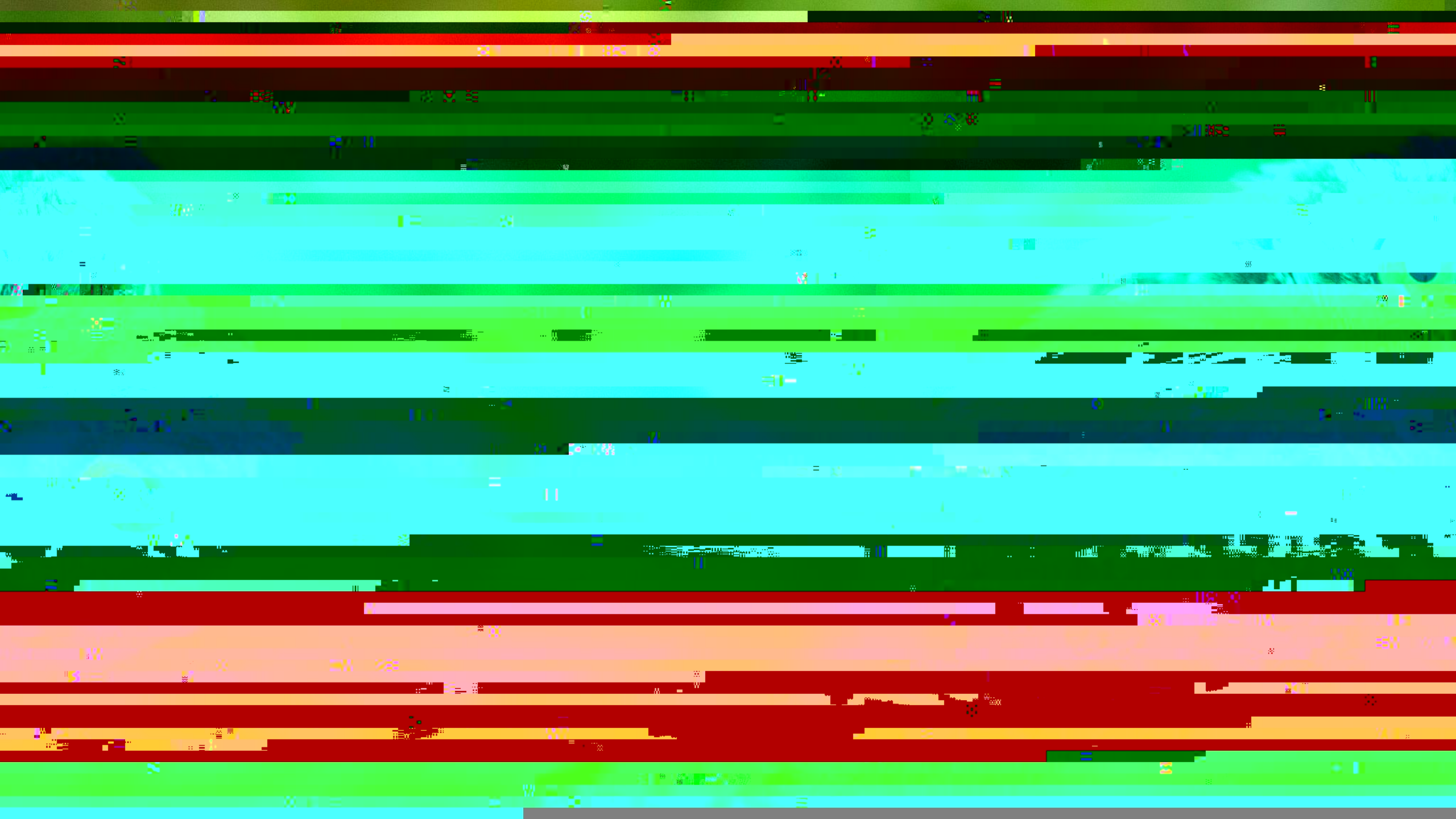
Examples- Missed Class

Example: Pumping In Class





Examples-Time to Pump

- *Marissa's baby is 12 days old and eats every two hours. While Marissa is at school, her doctor told her to pump every two hours so her body can continue producing on the baby's schedule. Marissa has a 2 hour and 45-minute lab on Tuesdays and must pump during lab. Marissa explains to her professor what her doctor told her. Her professor explains that any student who needs to miss class time would need to present a doctor's note, or the absence would be unexcused. Marissa should bring in ʻ she $ ʻ A l M*

What’s Coming?