



# Coffee and Conversation: Title IX & Pregnancy Series

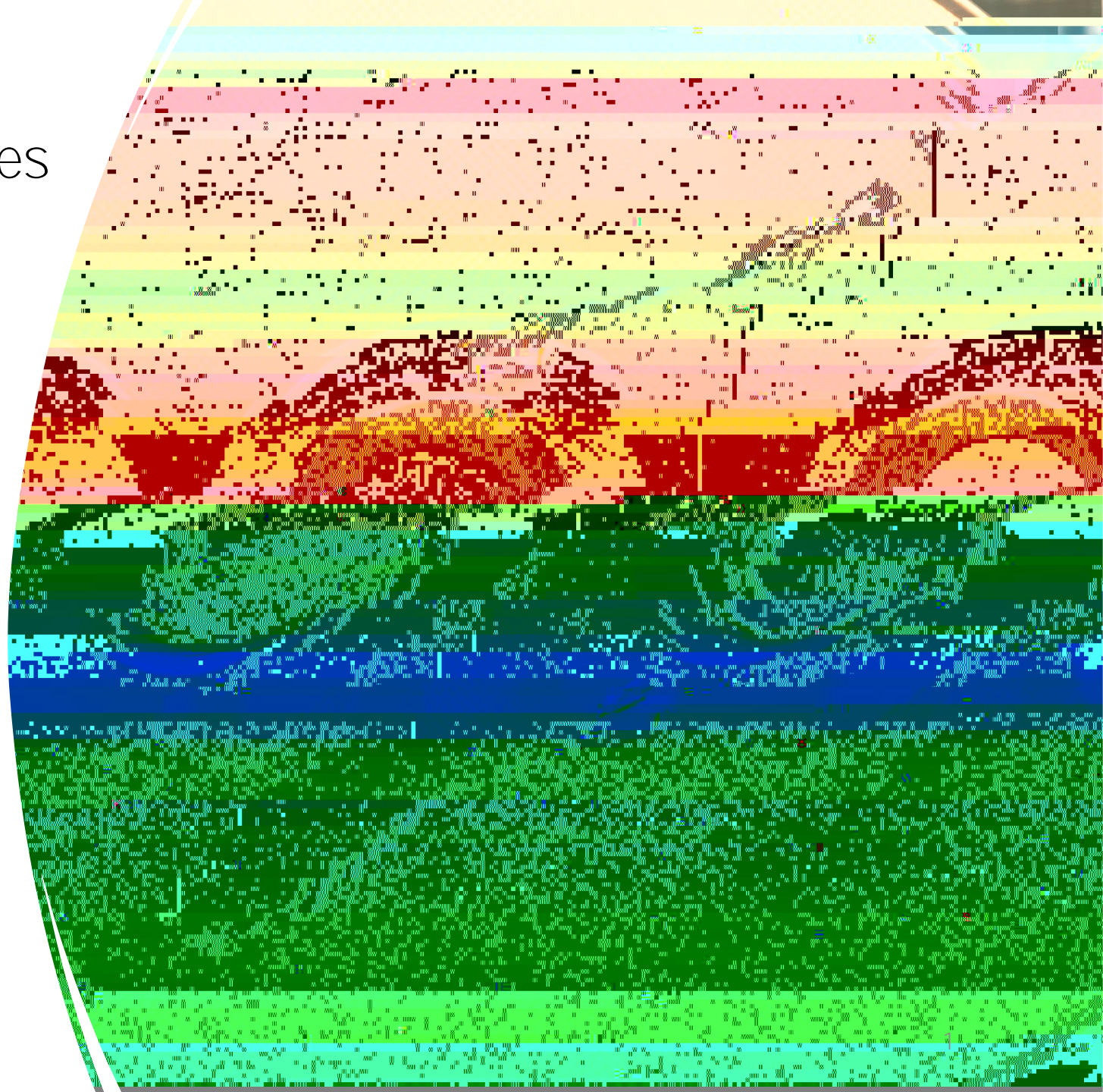
## SESSION #3: Developing Educational Materials for Faculty and Students

---

February 23, 2023

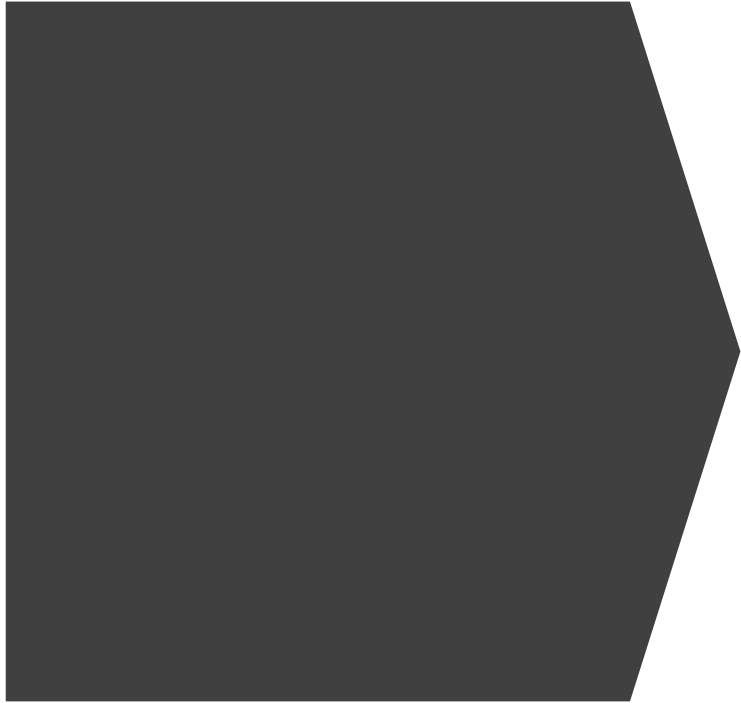
2pm-3pm Eastern

Presented by Adrienne Meador Murray



---

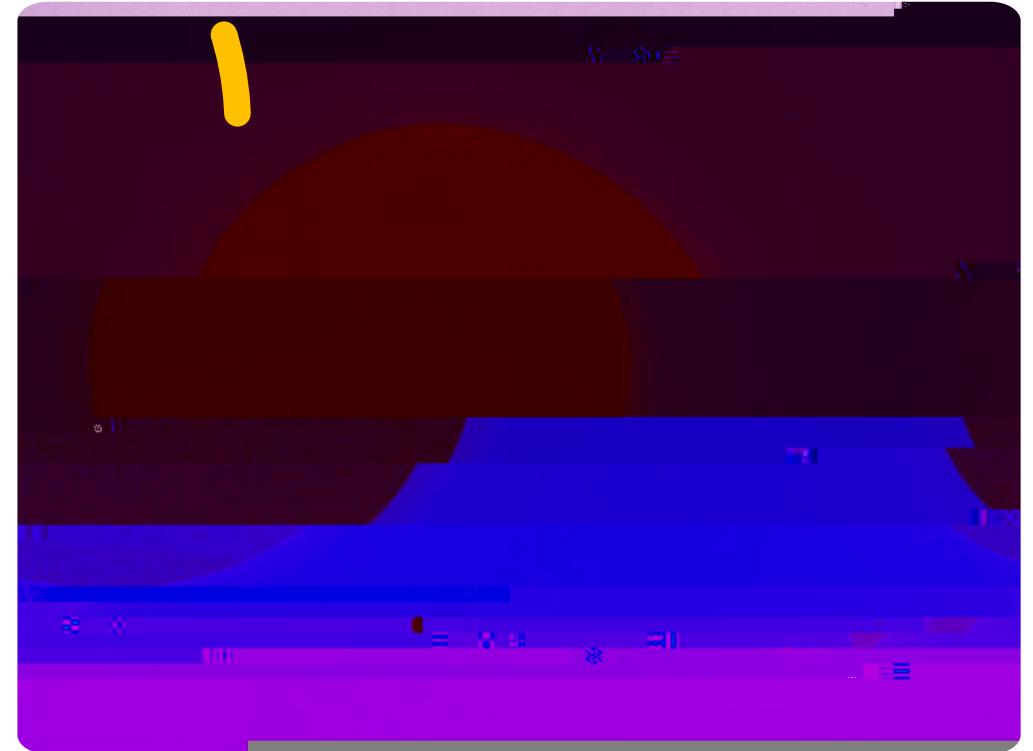




What materials and/or training do you currently provide to educate students on their rights as pregnant, parenting, lactating people?

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

Are you pregnant or planning to become pregnant? Do you have a child or are you planning to have a child? If you are pregnant or planning to become pregnant, you have the right to continue your education. You have the right to continue your education while you are pregnant or parenting a student.

**NO, You must** ...

... to change schools and enroll in a program of continuation, independent study, a GED program, or adult educational classes. Staying or ... schools ... is your choice.

Can my school require ...

... a parenting student program at my ...

... our participation in ... those programs.

# RESOURCES FOR STUDENTS

... Education Amendment ...

... in educational programs and activities allow your rights, and know where to go for support.

**RESOURCES**

**Child Care Services**  
Child Development Center or ...

**YOUR RIGHTS**

You must be provided with reasonable accommodations, such as a ... or allowance for frequent bathroom ...

**YOUR RIGHTS**

You must be allowed to continue participating in classes and extracurricular activities while you are pregnant.

**UNDERGRADUATE STUDENTS**

Student Health Services ...

**DIVERSITY**

# PREGNANCY

... are pregnant or planning to become pregnant, you have the right to continue your education. You have the right to continue your education while you are pregnant or parenting a student.

... to change schools and enroll in a program of continuation, independent study, a GED program, or adult educational classes. Staying or ... schools ... is your choice.

Can my school require ...

... a parenting student program at my ...

... our participation in ... those programs.




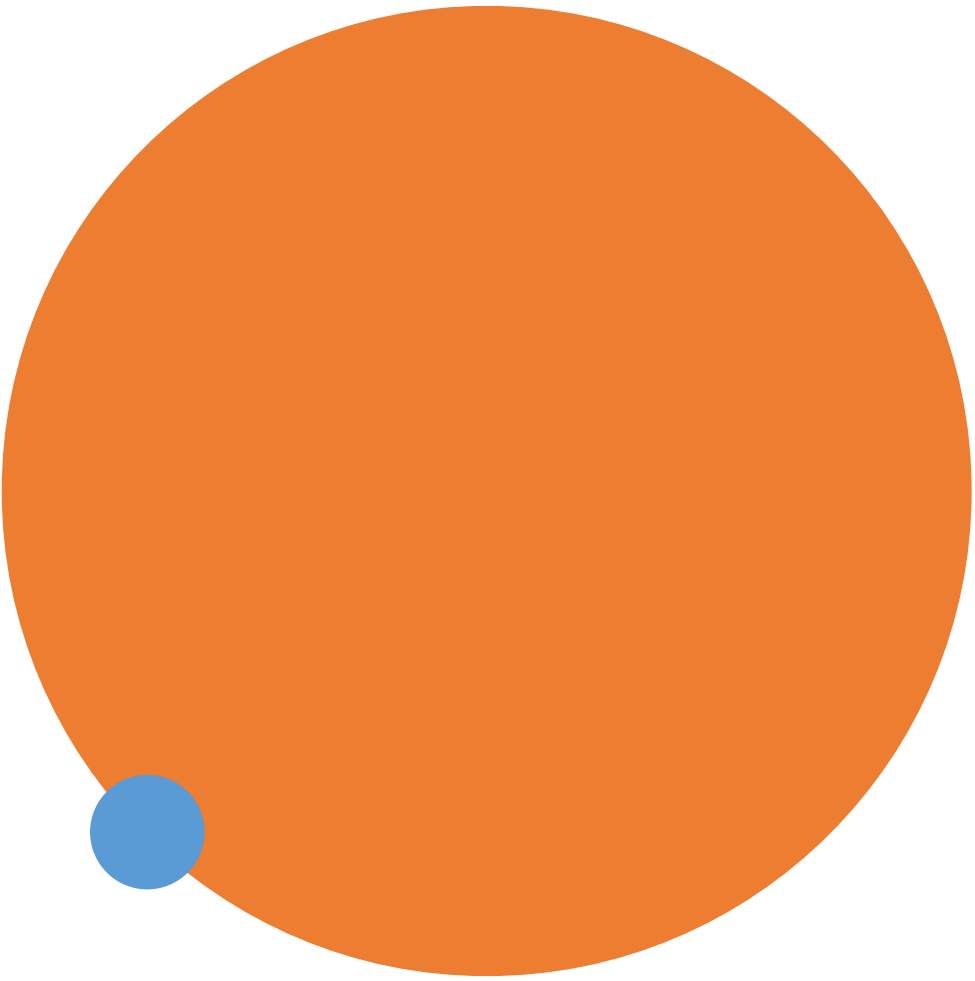








Allow you to participate in classes and extracurricular activities even though you  
\_\_\_\_\_ your school



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

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

- 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>



A large blue banner with a folded edge effect on the left and right sides, spanning the top of the slide.

The U.S. Department of Education \_\_\_\_\_ 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

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.

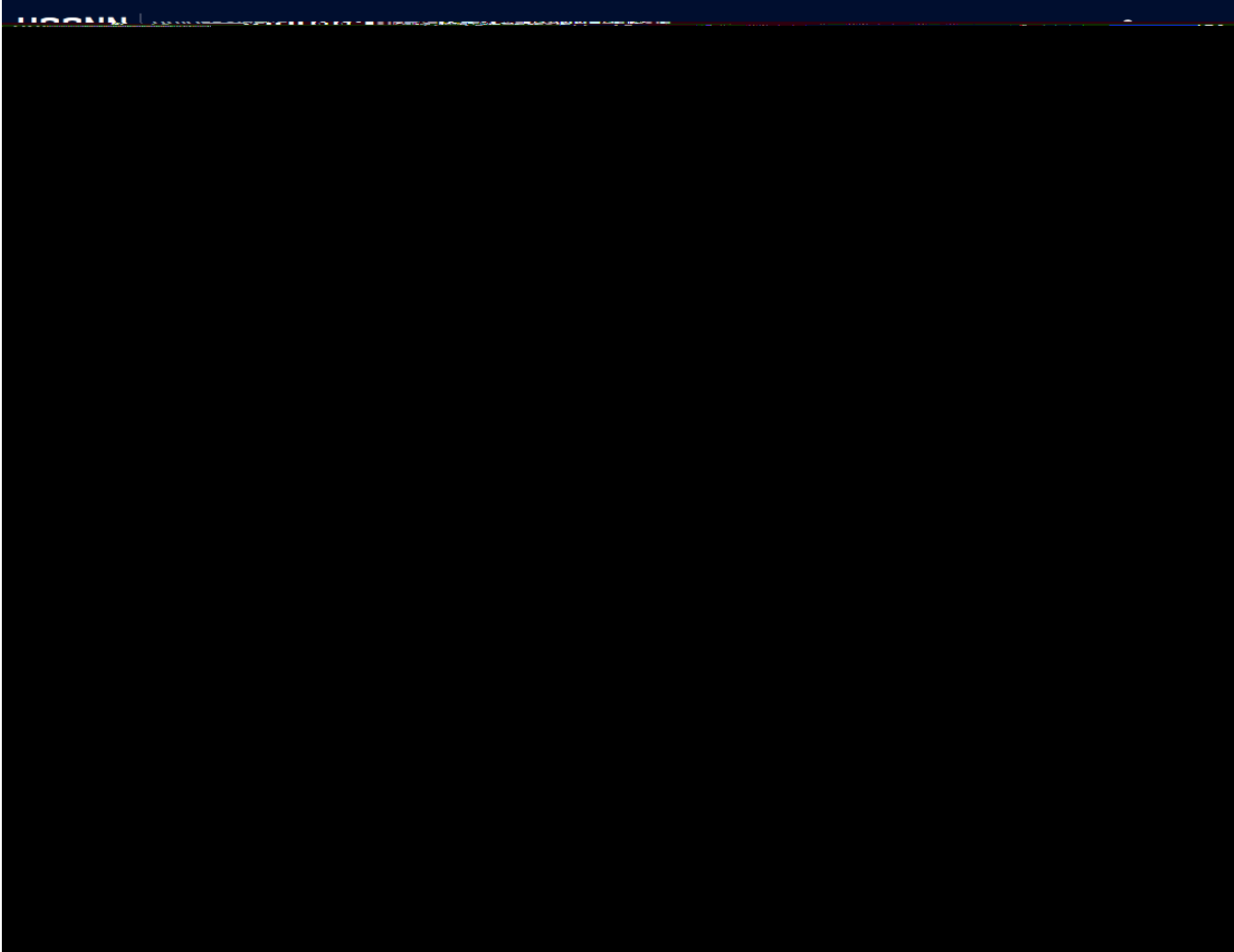
If a student must miss class to nurse or pump, their absence should be excused, and they should not be penalized for their time away. This means that a student's grade cannot be lowered due to poor attendance, they must be given the ability to make up any work missed, and they must be able to get the 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.









EQUITY, INCLUSION & COMMUNITY IMPACT

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

Support & Resources

Pregnant and Parenting

and parental status – in educational programs and activities and in employment.

who believe they have been discriminated

Community Education & Training

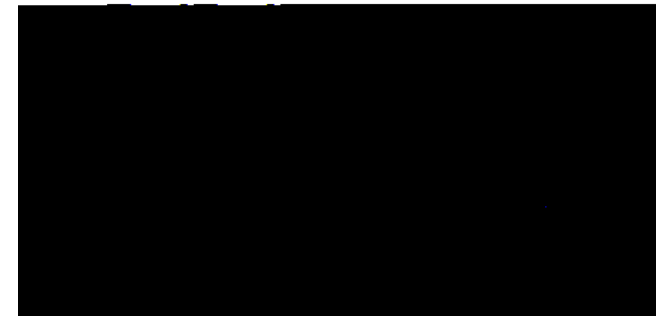
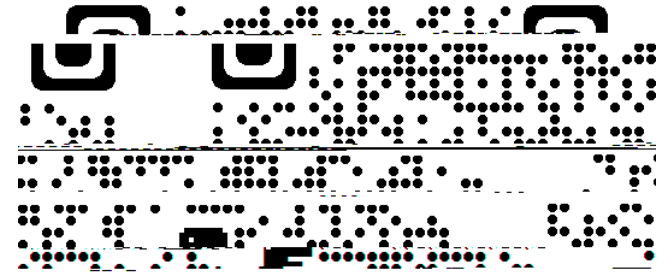
DEIK

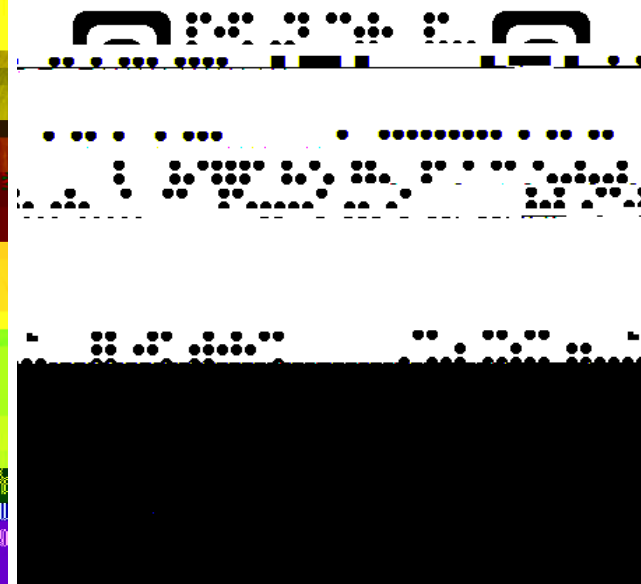
Federal Legislation Related to Discrimination

Findings from the 117th

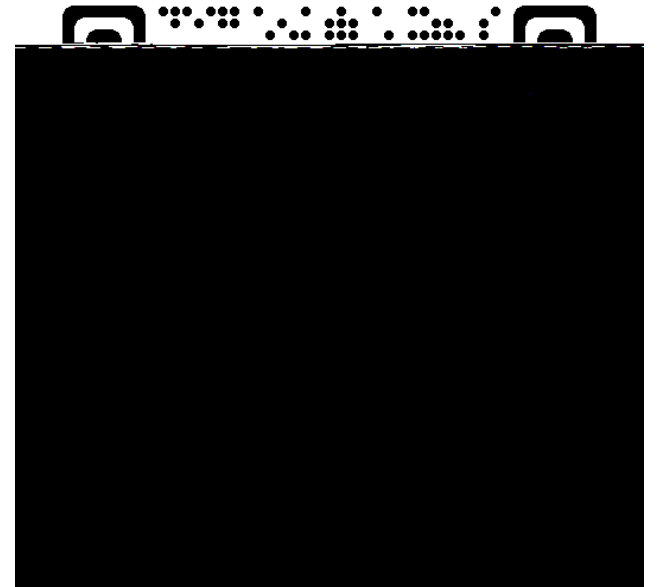
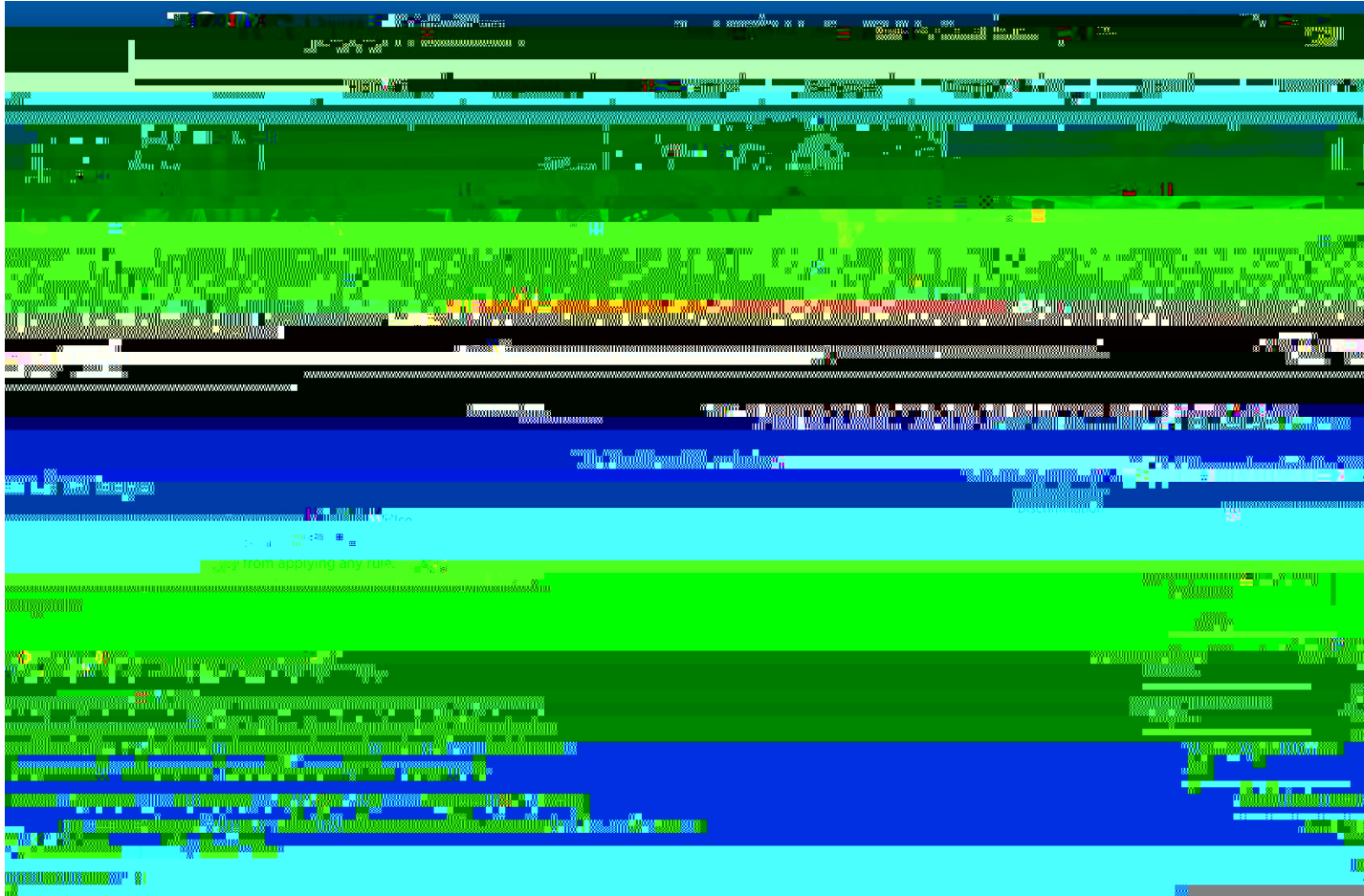
an incident at a Virginia college in October 2022, the Office of Civil Rights published a report on the incident and the college's response.

and students





© 2023 NACCOP





---

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





