

Pregnancy Title IX Sexual Harassment & Sex Discrimination

From the U.S. Department of Education pamphlet: Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972.

Title IX provides that:

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

discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or

Faculty, staff, and other College employees are prohibited from interfering with any student seeking a reasonable accommodation, or otherwise exercising their rights. Faculty, staff, and other College employees are prohibited from retaliating against any student for exercising their rights, including imposing or threatening to impose negative educational outcomes because the student requests a reasonable accommodation, files a complaint, or otherwise exercises their rights under policy.

In summary, pregnant and parenting students cannot be treated differently than any other student or temporary medical condition. These students are eligible for accommodations. Contact the Vice President of Academics and Student Affairs for more information.

*NOTE to Faculty: It can be complicated, so if you have any questions or if a situation arises in your class, do not hesitate to contact the Title IX Coordinator for guidance. Together, we will develop a plan that protects the rights of the student without compromising academic integrity and rigor. Title IX also prohibits discrimination against employees on the basis of pregnancy and parent status. Employees are also eligible for accommodations for pregnancy, childbirth, or related medical conditions. For more info, visit <https://www.eeoc.gov/wysk/what-you-should-know-about-pregnant-workers-fairness-act>.