

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 pregnant “actual or potentially” cannot be treated differently from other 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

- providing alternatives to make up missed work
- allowing excused absences for parenting students (both mothers and fathers) who need to take their children to doctors' appointments or to take care of their sick children.

It can be helpful to create an academic plan and the Title IX Office can assist you in notifying your professors. Although you are not required to notify **any** College official that you are pregnant, you are encouraged to communicate with the Title IX Office about your plans and any accommodations that you may need. An academic plan could include anticipated absences, course material completion, setting reasonable deadlines to complete missed work due to medically necessary leave, and preferred communication when missing class due to medical appointments or illnesses related to pregnancy. You may also want to discuss absences before and after birth and return to class.

- **Requesting Accommodations**

If you are interested in receiving accommodations for pregnancy or conditions related to pregnancy or learning more about your options:

- Contact Kate Buchkoski, Ph.D., Director of Title IX and ADA Compliance at kate.buchkoski@fandm.edu or 717-358-7178.

There are resources available on campus, including:

- [Student Wellness Center](#)
- [Alice Drum Women's Center](#)

If you feel you have experienced discrimination due to your pregnancy or pregnancy-related issue, please contact Kate Buchkoski, Director of Title IX and ADA Compliance for information on the grievance process at kate.buchkoski@fandm.edu or 717-358-7178.