

Title IX: Key Considerations for Working with  
Pregnant and Parenting Students

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with Pregnant and Parenting Students**

Jeanine Bias-Nelson

## Title IX: Key Considerations for Working with Pregnant and Parenting Students

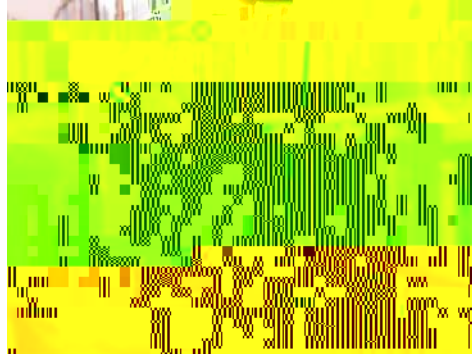




# Title IX: Key Considerations for Working with Pregnant and Parenting Students

## ■ Relevant Guidance

- Dear Colleague Letter - June 25, 2013
- Americans with Disabilities Act
- Pregnancy Discrimination Act
- Case Law




7

## Relevant Guidance Continued


- Schools must treat pregnant students in the same way that they treat similarly situated students.
- School must excuse a student's absences because of pregnancy or childbirth for as long as the student's doctor





POLL

Is this reasonable?



11

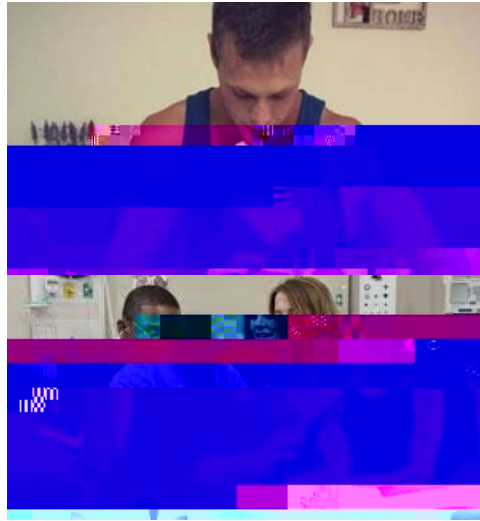
■ Examples of Reasonable Accommodations

- Excused absences
- CIT1.4 0.118scn1 i 140. M 0 j 1 J 047ETKlc need 1 Tf0 Tc 0 Tw -1.2299 50.6281 Tm008

CHILDBIRTH VS. CHILDCARE



Childcare





■ Things to consider

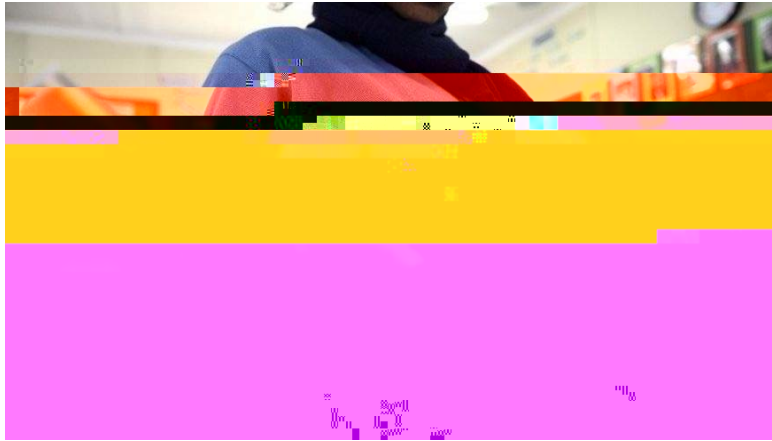
- Breastfeeding students
- Limited rights related to childcare
- Paternal rights

17

INSTITUTIONAL POLICIES AND  
PROCEDURES

 ACADEMIC  
IMPRESSIONS 18

■ Is it mandatory for your institution to have policies?



19

■ What is required?

- Distribute policy related to gender/sex discrimination
  - recommended that the policy make clear that prohibited discrimination covers discrimination against pregnant and parenting students.
- Adopt and publish grievance procedures for students to file complaints of sex discrimination, including discrimination related to pregnancy or parental status.
- Identify at least one employee at your institution to carry out responsibilities under Title IX ( Title IX Coordinator)

20



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## RESOURCE

[Academic Success of Pregnant and Parenting Students \(US Department of Education\)](#)

[Pregnant and Parenting Students \(National Women's Law Center\)](#)

[Pregnant and Parenting Student Athletes \(NCAA\)](#)




## TAKEAWAYS



**QUESTION**




25



**EVALUATION**

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