

PREGNANCY & PARENTING RIGHTS



TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 is a federal civil rights law that prohibits discrimination on the basis of sex, including pregnancy and parental status, and requires that all educational institutions provide a range of reasonable adjustments to students who need them due to pregnancy and childbirth. These should be assessed on a case-by-case basis with interactive dialogue between the faculty/staff member and the student. Faculty or staff are required to report requests or concerns to titleix@cbu.edu.

STUDENT RIGHTS

Title IX requires that Christian Brothers University (“CBU”) provide reasonable adjustments to students who need them due to pregnancy for as long as is medically required. This may include adjusting a students’ schedule or allowing frequent trips to the restroom when necessary. The University must provide the student reasonable adjustments, like a larger desk, elevator access, or allowing frequent restroom trips.

CLASSES AND SCHOOL ACTIVITIES

CBU must allow pregnant or parenting students to participate in classes, extracurricular activities, including honors classes, clubs, sports, leadership opportunities, and other activities.

EXCUSED ABSENCES AND MEDICAL LEAVE

Excused absences for pregnancy and childbirth is a student’s legally protected right; it cannot be made contingent on a student’s grades, prior performance in a class, or any other factor such as meeting the criteria of any CBU Policy.

- CBU must excuse absences due to pregnancy or childbirth for as long as a doctor deems it medically necessary.
- CBU must allow the student to return to the same academic and extracurricular status as before the student’s medical leave began and to make up any missed work due to doctor’s appointments, a medical conditions, and childbirth. If a student’s grade is based in part on class participation or attendance, the student should be allowed to make up the participation or attendance credits.
- CBU must provide the student with the same services it provides to students with temporary medical conditions, including online instruction, tutoring, and/or independent study.

LACTATION SPACES

Private lactation spaces will be designated as needed.



DISABILITY SERVICES

Pregnancy itself is not considered a disability, and not all pregnancies result in a disability. However, medical conditions that result from pregnancy may meet the definition of a medical disability (e.g., gestational diabetes and preeclampsia) and may result in a short-term disability. If the student develops a medical condition, the student should contact Disability Services. Additional information can be found [online](#).

HARASSMENT OR DISCRIMINATION

CBU is obligated to protect students and employees from harassment due to pregnancy and related conditions. Comments and behaviors could constitute prohibited harassment if they are sufficiently serious so that they interfere with an individual's ability to benefit from or participate in an academic program or extracurricular activity.

LACTATION BREAKS

Employees may take reasonable breaks to express milk as long as the work needs can be efficiently and effectively met.

CBU EMPLOYEES

Federal and state law prohibit discrimination on the basis of pregnancy, or a condition related to pregnancy.

If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and the accommodation does not impose an undue hardship on your employer.

CBU provides reasonable accommodations to employees who are pregnant or who have a condition related to pregnancy. Some potential options are:

- ✓ Changing job duties
- ✓ Changing work hours
- ✓ Temporary relocation
- ✓ Providing mechanical or electrical aids
- ✓ Transfers to less strenuous or less hazardous positions
- ✓ Providing leave

Every situation is different as requires an interactive conversation with your employer to decide what accommodation best suits your needs.



Any Questions?
titleix@cbu.edu

