

Snapshot: Title IX Pregnancy and Postpartum Protections

Title IX makes it illegal to discriminate against students because they were, are, or may become pregnant or because they're managing pregnancy-related conditions like childbirth recovery, infertility treatment, abortion, miscarriage, lactation, and/or postpartum depression. If you're pregnant or have a related condition, your college or university must prevent discrimination against you and provide you with changes to protect your health and education.

Changes you need because of pregnancy or related conditions

To protect your health and education, you have a right to reasonable changes in your classes, exams, or other activities—including modifications to school policies, practices, or procedures. It is up to you whether to ask for or accept a modification. If you need a change to protect your health or ensure you're able to continue in your studies, your Title IX coordinator is required to work with you to secure reasonable modifications individualized to your needs and program.

Common pregnancy-related modifications include:

- Breaks to eat, drink, use the restroom, or attend to health needs
- Excused absences to get healthcare
- Intermittent absences for healthcare appointments
- A larger desk or permission to stand
- Avoiding chemicals or access to protective equipment
- Shifted deadlines and rescheduled tests or exams

Time off

In addition to intermittent time off for healthcare, many students will need to take time away from their studies to recover from childbirth, miscarriage, abortion, or other pregnancy related conditions. Students who are pregnant or experiencing pregnancy-related conditions are entitled to take leave for as long as their healthcare provider says is medically necessary. **You cannot be required to take time off school.** If you would like to take time off, it is your right to return to the same status, without academic penalty. Contact your Title IX Coordinator to arrange leave.

Lactation breaks and space

Students have a right to take reasonable breaks or access other changes to allow them to meet their lactation needs. In addition, students are entitled to with clean, non-bathroom lactation spaces that are private (free from view and intrusion) and available when needed.

Need Help?

For more information on how to access the supports above, contact your institution's Title IX Coordinator or visit our Know Your Rights Guides: www.thepregnantscholar.org/YourRights

If you have questions, want to discuss your rights, or need help after being denied your rights, contact the Pregnant Scholar's free legal helpline:

(415)703-8276 or www.thepregnantscholar.org/contactus/