

Compliance Alerts!
THE TITLE IX RIGHT OF STUDENTS
PREGNANCY AND RELATED CONDITIONS

Title IX and associated University policies prohibit sex-based discrimination. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. This applies to all aspects of University's programs and activities, extracurricular activities, employment policies, and health insurance coverage.

The University shall not discriminate against any student or exclude any student from its education program or activity, including any class, athletic team or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery. The University may not require students to limit their participation in any program or activity as the result of pregnancy or pregnancy-related conditions.

According to the Department of Education, appropriate treatment of a pregnant student includes granting the student leave "for so long a period of time as is deemed medically necessary by the student's physician," and then effectively reinstating the student to the same status as was held when the leave began. This generally means that pregnant students should be treated by the University in the same way as a student with a temporary disability and will be given an opportunity to make up missed work wherever possible. Extended deadlines, make-up assignments, tutoring, independent study, online course completion options, and incomplete grades that can be completed at a late date, should all be employed, in addition to any other reasonable and appropriate supports typically provided by Disability Services.

Student Disability Services has the authority to determine that such accommodations are necessary and appropriate and to inform Faculty members of the need to adjust academic programs and activities accordingly. Students should contact Student Disability Services to request accommodation for pregnancy or related conditions, and work with their faculty members to devise a plan to

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minimize the academic impact of their condition. The Title IX Coordinator will assist with plan development and implementation as needed.

Faculty and staff are prohibited from retaliating against students for exercising the rights articulated by Title IX, including imposing or threatening to impose negative educational outcomes because students request leave or accommodation, file a complaint, or otherwise exercise their rights under Title IX and university nondiscrimination policies.

Lactation Station

The University provides a free Lactation Station that includes use of a comfortable chair, private location and small refrigerator. Students may use the Lactation Station on a first come first served basis. The Lactation Station is in the School of Nursing Room 215 and is open Monday – Friday, 8 AM – 5 PM

Student Disability Services

(910) 672-1222

disabilityservices@uncfsu.edu

Location: Spaulding Bldg. Room 155

Hours: Monday - Friday; 8 AM – 5 PM

Title IX Office

(910) 672-1041

Titleix@uncfsu.edu

Location: Collins Building Room 201

Hours: Monday - Friday; 8 AM – 5 PM