

Employee Guidance

Fayetteville State University (University) employees are required to comply with Title IX of the Education Amendments of 1972 ("Title IX"), a federal civil rights law that prohibits discrimination on the basis of sex (including pregnancy, childbirth, and parental status in educational programs and activities that receive federal funding.) The University does not discriminate in its education program or activity against any student based on the student's current, potential past pregnancy or related conditions.

When a student, or person who has a legal right to act on behalf of the student, informs **ANY University employee** of the student's pregnancy or related condition the employee must promptly provide that person with the Title IX Coordinator's contact information and inform that person that the Title Coordinator can coordinate specific action to prevent sex discrimination and ensure the student's equal access to the University's education programs or activity.

Temporary Modifications

Students may request temporary modifications related to their pregnancy or related conditions. Students are encouraged to communicate with their professors or academic advisors regarding their pregnancy-related needs.

Faculty/Employee Responsibilities

Employees at Fayetteville State University are required to comply with the Title IX regulations and associated policies and procedures.

- Allow a pregnant student to continue participating in class or extracurricular activities without requiring a doctor's note.
- Provide pregnant students with reasonable adjustments, such as frequent bathroom breaks, like a larger desk, elevator access, or allowing you to make frequent trips to the restroom, when necessary, because of pregnancy.
- Allow a student to return to the same academic and extracurricular status they held before an absence due to pregnancy or childbirth.
- Refrain from encouraging the student to withdraw from a course or program or to change educational plans due to pregnancy or childbirth.
- Protect pregnant students from harassment based on pregnancy or parental status (i.e. do not knowingly permit sexual comments, name-calling, jokes, or similar behavior regarding the student's pregnancy).

Please note that if you are an employee experiencing pregnancy or pregnancy-related conditions, please contact Employee Relations at (910) 672 -1455 for information and assistance related to their pregnancy and parental leave.

For more information about how you, as a Fayetteville State University Employee, can assist pregnant and parenting students, please visit the Title IX webpage: Pregnant & Parenting Campus Community Members.