



## **Know Your Rights**

### **Title IX Lactation Support Guidelines**

Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities.

Fayetteville State University strives to create an environment which is attuned to both professional and personal needs, such as the need of a parent who is lactating to feed and/or to express milk for their baby while at work. These guidelines were created to fully comply with the provisions of federal and state laws intended for breastfeeding individuals.

In accordance with the 2024 Title IX Regulations, Fayetteville State University is committed to providing a caring, supportive environment for pregnant and parenting students. While Title IX had existing protections against discrimination based on conditions related to pregnancy and childbirth, the 2024 amendment strengthens requirements that schools and postsecondary institutions that receive federal funds provide students and employees with:

- Reasonable modifications for pregnancy and pregnancy-related conditions such as lactation
- Reasonable break time for milk expression
- Access to a clean and private lactation space

### **Non-Discrimination**

The University must protect you from discrimination and harassment based on pregnancy or pregnancy-related conditions. Please contact the Title IX Office if you feel that you have experienced such discriminatory conduct.

### **Temporary Modifications**

In certain situations, a student may be entitled to temporary modifications due to pregnancy-related conditions. Modifications requests should be emailed to [titleix@uncfsu.edu](mailto:titleix@uncfsu.edu). The Title IX Office will require documentation to support the modification request.

Students may request pregnancy-related modifications from the Office of Title IX based on general pregnancy needs. Specific adjustments will be handled on a case-by-case basis and will depend on medical needs and academic requirements. Some examples of adjustments include:

- a larger desk
- breaks during class, as needed

- permitting temporary access to elevators
- rescheduling tests or exams
- excusing absences due to pregnancy or related conditions
- submitting work after a deadline missed due to pregnancy or childbirth
- providing alternatives to make up missed work

### **Lactation Breaks for Students**

Under Title IX, students are protected against harassment and discrimination based on sex which includes nursing individuals. Because lactation is a condition related to an individual's sex and pregnancy/parental status, students have rights. If a student must miss a portion of class or lab time to nurse they are encouraged to contact the Title IX Coordinator to discuss reasonable accommodation requests with professors.

### **Lactation Spaces on Campus**

Fayetteville State University provides clean, comfortable space designed for nursing mothers to pump while on campus. The Lactation Space is available to FSU faculty, staff, or students. In the Lactation Station, nursing mothers must provide their own pumping device as needed.

### **Cleaning and Sanitation**

All lactation room users are expected to clean up after each use of a room. This is not only out of respect for the next user, but to prevent contamination and illness transmission. Each user should allow enough time, within your visit, to clean the pump equipment of breast milk spills after each use and dispose of trash properly.

### **Medical Care**

Students who may need medical care as it relates to pregnancy, or a pregnancy related complication should refer to their health insurance company to find local providers for OB/Gyn care that are within their network. Student Health Services does not provide pregnancy care.

### **The Counseling and Personal Development Center**

Counseling and Personal Development offers free counseling services to enrolled students in North Carolina to receive counseling, support and guidance. This team is available to address your questions and concerns regarding general mental health and wellness.