

TITLE IX

LACTATION STATION *Booklet*



This guide is for the internal use of Fayetteville State University faculty, staff and students and is not intended to be used for any other purpose. This restriction is not intended to limit the distribution of the information, which is a matter of public record.

The Title IX Office
Lactation Station Notebook

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Statement from the Title IX Office

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 is committed to creating and maintaining a community free of discrimination. The Title IX Office has established procedures for ensuring the equal treatment of pregnant individuals and individuals with pregnancy-related conditions.

The Title IX Office provides this notice to inform you of the following:

- The University does not discriminate against any student or employee based on pregnancy or related conditions.
- Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure equal access to the University’s programs and activities.
- The Title IX Office can assist you with academic support services.

If you have any questions or concerns related to these rights, please contact the Chief Title IX Coordinator at titleix@uncfsu.edu.

Dear Bronco,

Welcome to the Lactation Station, a space designed with care, comfort, and your well-being in mind.

Balancing academic life with the responsibilities of pregnancy and/or parenthood can be challenging. This room was created to support you in one of the most personal and important aspects of your life: caring for your child.

This room was designed to meet the needs of nursing mothers including privacy, comfortable seating, access to power outlets, and a calming environment. If you are nursing or pumping, this room is here for you. We hope you feel supported, seen, and valued as a member of our campus community.

Members of the Fayetteville State University community should report a violation of this policy to the Title IX Coordinator. All Responsible Employees (mandatory reporters under Title IX) are responsible for promptly forwarding such reports to the Title IX office. The Title IX Coordinator is responsible for overseeing the university's compliance with Title IX.

Students, faculty and staff who believe they have been denied access to reasonable accommodation may file a complaint with the Title IX Coordinator via the Reporting Intake Complaint Form, available on the university's Title IX webpage.

Please do not hesitate to reach out if there is anything we can do to make this space more comfortable. You belong here, and we are honored to support you on your journey.

Warmly,

Title IX Office,
Fayetteville State University
(910) 672-2325
W. R. Collins Building 201

Lactation Station

Terms of Use

Misuse of this space in violation of the following terms will result in removal of access and potential disciplinary action by the University.

Fayetteville State University promotes work/life balance and supports working parents with the transition back to school/work following the birth of a child. This includes the support of nursing individuals who wish to express milk periodically during the day.

The Title IX Lactation Station is a space that supports the needs of campus community members who wish to continue their breastfeeding journey upon their return to campus. Users may access the lactation room only for the purposes of expressing, storing, and collecting breast milk.

Fayetteville State University Lactation Station includes essential amenities such as comfortable chairs, tables, electrical outlet, and a changing table. The space also has access to a sink and is equipped with a refrigerator for milk storage. Individuals who are nursing are responsible for bringing their own breast pumps and pump attachments.

General Terms of Use

Users must demonstrate respect for the lactation room as a shared community space. Fayetteville State University is not responsible for any items that are lost, damaged, stolen, or destroyed during the use of the space.

- Users may access the lactation room only for the purpose of expressing, storing and collecting breast milk.
- Users must make sure that the door is completely closed, locked, while in use.
- Users must demonstrate respect for the lactation room as a community space.
 - Do not touch expressed milk bags that do not belong to you
 - Keep space clean and tidy
 - Knock before entering space, despite what door signage might indicate
 - Do not tamper with personal equipment or belongings left by others.
- All equipment and furniture must remain within each respective lactation room space.

Privacy

Users accessing the room should slide the sign to “In Use” upon entering to alert other users that someone is using the room. Slide the sign back to “Vacant” when you leave the room unoccupied. Please respect the privacy of all lactation room users by knocking before accessing the rooms. Do not prop the door open.

Cleaning Procedures

It is the responsibility of the lactation room user to maintain a clean room, ready for the next user.

- All breast milk spills must be cleaned using the anti-bacterial cleaning wipes and/or solutions provided in the room.
- The building housekeeping staff should be notified of any spills that require greater custodial attention.
- Users are responsible for keeping the refrigerator clean and tidy.

Amenities

- Cleaning and Personal Care Supplies*
- Mini Refrigerator
- Electrical Outlets
- Comfortable Chairs
- Sound Machine
- Air Purifier
- Oil Diffuser
- Changing Table
- Vacant/ In-Use Signage
- Sharpies (to mark breast milk bags)
- Labels
- Plastic Ziplock bags
- Private Location
- Reading Materials
- Dimmable lamp
- Sinks and bathrooms (Located next to the Lactation Station)
- Snack and Beverage Machines (Located next to the Lactation Station)

Supplies

A limited quantity of personal care supplies is available. Sustaining these supplies is dependent on available resources. Please use these supplies responsibly and only for the purpose of using the room. **Do not remove these supplies from the room.**

Users are encouraged to bring their own personal supplies as needed.

Please email titleix@uncfsu.edu if stock needs to be replenished. Pending inventory, we will restock as soon as possible.

Mini Refrigerator

- Expressed milk stored in the refrigerator must be labeled with the user's name, phone number with area code, and date the milk was expressed.
- It is the responsibility of each user to remove stored milk by 5PM each day.
- In the event of a known power failure, a staff member will contact the number on each milk bag to retrieve stored milk.
- Milk left in the refrigerator past Friday at 5PM may be discarded.

Emergencies

Should you experience an emergency, please contact Fayetteville State University Police and Public Safety Department at (910) 672-1911.

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. 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.

Title IX Protects You from Discrimination

Here are some things you should know about your rights.

Classes and School Activities:

- Allow you to continue participating in classes and extracurricular activities even though you are pregnant. This means that you can still participate in advanced placement and honors classes, school clubs, sports, honor societies, student leadership opportunities, and other activities, like after-school programs operated at the school.
 - Allow you to choose whether you want to participate in special instructional programs or classes for pregnant students. You can participate if you want to, but your school cannot pressure you to do so. The alternative program must provide the same types of academic, extracurricular and enrichment opportunities as your school's regular program.
- Allow you to participate in classes and extracurricular activities even though you are pregnant and not require you to submit a doctor's note unless your school requires a doctor's note from all students who have a physical or emotional condition requiring treatment by a doctor. Your school also must not require a doctor's note from you after you have been hospitalized for childbirth unless it requires a doctor's note from all students who have been hospitalized for other conditions.
- Provide you with reasonable adjustments, like a larger desk, elevator access, or allowing you to make frequent trips to the restroom, when necessary because of your pregnancy.

Excused Absences and Medical Leave:

- Excuse absences due to pregnancy or childbirth for as long as your doctor says it is necessary.
- Allow you to return to the same academic and extracurricular status as before your medical leave began, which should include giving you the opportunity to make up any work missed while you were out.
- Ensure that teachers understand the Title IX requirements related to excused absences/medical leave. Your teacher may not refuse to allow you to submit work after a deadline you missed because of pregnancy or childbirth. If your teacher's grading is based in part on class participation or attendance and you missed class because of pregnancy or childbirth, you should be allowed to make up the participation or attendance credits you didn't have the chance to earn.
- Provide pregnant students with the same special services it provides to students with temporary medical conditions. This includes homebound instruction/at-home tutoring/independent study.

Harassment:

- Protect you from harassment based on sex, including harassment because of pregnancy or related conditions. Comments that could constitute prohibited harassment include making sexual comments or jokes about your pregnancy, calling you sexually charged names, spreading rumors about your sexual activity, and making sexual propositions or gestures, if the comments are sufficiently serious that it interferes with your ability to benefit from or participate in your school's program.

Policies and Procedures:

- Have and distribute a policy against sex discrimination. It is recommended that the policy make clear that prohibited sex discrimination covers discrimination against pregnant and parenting students.
- Adopt and publish grievance procedures for students to file complaints of sex discrimination, including discrimination related to pregnancy or parental status.
- Identify at least one employee in the school or school district to carry out its responsibilities under Title IX (sometimes called a "Title IX Coordinator") and notify all students and employees of the name, title, and contact information of its Title IX Coordinator. These responsibilities include overseeing complaints of discrimination against pregnant and parenting students.

Helpful Tips for Pregnant and Parenting Students:

- Ask for help—meet with the Title IX Coordinator regarding what Fayetteville State University can do to support you in continuing your education.
- Keep notes about your pregnancy-related absences, any instances of harassment and your interactions with any FSU officials about your pregnancy, and immediately report problems to FSU Title IX Coordinator.
- If you feel that Fayetteville State University is discriminating against you because you are pregnant or parenting you may file a complaint:
 - Using Fayetteville State University internal Title IX grievance procedures.
 - Email: titleix@uncfsu.edu
 - Phone: (910) 672-2325
 - Reporting Intake Form
 - With the U.S. Department of Education, Office for Civil Rights (OCR), even if you have not filed a complaint with your school. If you file with OCR, make sure you do so within 180 days of when the discrimination took place.
 - In court, even if you have not filed a complaint with your school or with OCR.

Additional information about your rights can be found at

- Title IX webpage: Pregnant & Parenting Campus Community Members

- Department of Education: Website
 - Pregnancy & Parenting Students
 - Know Your Rights
 - Supporting the Academic Success of Pregnant and Parenting Students

All the information in this document is provided by the U.S. Department of Education's Office for Civil Rights. If you have any questions about the information here, please contact the Title IX Office at Fayetteville State University. We are dedicated to ensuring that all students, including those who are pregnant or parenting, have equal educational opportunities.

Additional Information

Finding a pump and/ or breastfeeding support

The Affordable Care Act requires most health insurers to cover the cost of a breast pump and counseling on breastfeeding. Whether you are covered on a university plan or on another plan, a breast pump should be available to you. The Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) also provides pumps and other breastfeeding benefits. Contact your insurer or university health center, and review.

Problems with missing class to pump

If your professor does not agree to excuse your absence from a portion of a class for lactation needs, you should contact the Title IX Coordinator at titleix@uncfsu.edu.

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](#).

Pregnant and Parenting Broncos Rights

Questions and Answers

Title IX prohibits discrimination on the basis of sex — including pregnancy, parenting, and all related conditions — in education and in programs and activities that receive federal funding. If you are a pregnant or parenting student, you have the right to stay in school so you can meet your education and career goals. Below are some frequently asked questions from Fayetteville State University students and employees regarding their Title IX rights.

How can Title IX help ensure that my pregnancy or family responsibilities does not interfere with my education or employment?

Title IX requires professors and administrators treat pregnancy, childbirth, and related conditions in the same manner as any other temporary disability. Fayetteville State University (FSU) can require a pregnant student to provide a doctor's certification of fitness to continue in an education program or activity only if the same requirement is imposed on all other students with physical or emotional conditions requiring a doctor's care. Pregnant students must be provided the same accommodations and support services available to other students with similar medical needs. Your professors or administrators should not tell you that you have to drop out of your classes or academic program or change your educational plans due to your pregnancy. If you have a concern regarding your status as a pregnant or parenting student at Fayetteville State University, please contact the Office of Title IX.

Do my professors have to excuse my absences due to pregnancy, childbirth, adoption, or abortion?

The Title IX Office can provide a class absence notification to request that professors excuse your absences due to pregnancy and related conditions. This includes absences for labor, delivery, and recovery, as well as prenatal and postpartum appointments and adoption. It is important to contact the Title IX Office as soon as you know that you will need excused absences and provide the necessary documentation for the absence.

At the end of your leave, you must be reinstated to the status you held prior to your leave. After returning from an excused absence, professors must allow a reasonable amount of time to make up missed assignments and tests. The makeup assignments and tests must be reasonably equivalent to those missed but need not be identical. If an instructor provides specific "points" or other advantages to students based on class attendance, you

must be given the opportunity to earn the credit from classes missed due to pregnancy or related conditions.

What if my instructor say their absence/makeup policy applies regardless of any medical condition?

Please contact the Office of Title IX and Clery Compliance if you have questions about your professor's attendance policy as it relates to your pregnancy or parental responsibilities.

Does the university need to provide me with special academic services, like tutoring?

The Title IX Office can provide assistance and referral to academic services. Please contact the Title IX Coordinator at titleix@uncfsu.edu.

If my program requires internships, career rotations or other off-campus elements, can I be excluded from participation?

No. You have the right to participate in all elements of your program while pregnant or parenting, subject to reasonable requirements of the program. If your program provides opportunities to "work in the field," you cannot be excluded based on your pregnancy, unless there is a safety concern. For example, pregnant students may be excluded from activities that present a safety threat to them or their pregnancy. However, the University must provide a legitimate reason and a comparable opportunity.

My professor says it's unsafe for me to do certain lab experiments or be exposed to certain chemicals. How can I make sure I'm getting the experience I need?

You have the right to participate in the University's programs and activities. If you and/or your doctor feel that participation is unsafe, your program must give you a chance to make-up assignments later. The choice to participate, subject to legitimate safety concerns or policies, is yours to make. However, the University will not be liable if you choose to participate in an activity that an employee informs you may be unsafe.

What if classmates or professors have made offensive comments to me about my pregnancy?

Title IX requires Fayetteville State University prevent and address sex-based harassment, including harassment based on pregnancy. If you experience this sort of treatment, you should report it immediately to titleix@uncfsu.edu. The law prohibits anyone from retaliating against you for filing a complaint or reporting such conduct.

I want to return to school three days after I have the baby so I do not fall too far behind. But my department head thinks I should take more time off to recover. What should I do?

It is up to you and your doctor to decide when you will return. The University cannot force you to take more leave.

I want to breastfeed my infant. Where can I use a breast pump while I am on campus?

Fayetteville State University Lactation Station is located in the Nursing Building, Room 215.

I'm a student-athlete. Can I still play if I'm pregnant?

You and your doctor should decide whether you can play sport, not your coach or the athletics department. You should read the NCAA Pregnant and Parenting Student-Athletes: Resources and Model Policies. Please contact the Title IX Office if you have any questions or concerns.

I have an athletic scholarship from my university. Can they take my scholarship away if they find out I am pregnant?

No. Fayetteville State University cannot change or withdraw your scholarship during your award term based on pregnancy or pregnancy-related conditions. The Athletics department has the option to renew the athletics scholarship for the next academic year as long as the student-athlete remains engaged with all non-physical requirements set forth by the athletics department/ team and maintains communication with the coaching staff.

I have a merit or need-based scholarship. Can my university take away my scholarship if they find out I am pregnant?

No. Fayetteville State University cannot end or reduce merit or need-based scholarship based on pregnancy. If you stay in good standing in your program and meet the requirements for the scholarship, you must be allowed to keep your scholarship.

Any questions or concerns:

Elizabeth Hunt, J.D
AVC for Risk and Compliance
Chief Title IX Coordinator
W.R. Collins Building, Room 201
Office: (910) 672-2325
titleix@uncfsu.edu

Lactation Station

Nursing Building, Room 215

Hours of Operation:

Monday – Friday | 8:00 AM – 5:00 PM

If you need access outside of regular hours, please contact the Title IX Office:

(910) 672-2325 | titleix@uncfsu.edu