

NONDISCRIMINATION

PREGNANCY and RELATED CONDITIONS

PREGNANCY DISCRIMINATION IS AGAINST THE LAW.

TITLE IX

Title IX of the Education Amendments of 1972, or “Title IX,” is a federal law that prohibits discrimination based on sex in educational programs. Under Title IX, pregnancy discrimination is a form of sex-based discrimination.

When the University receives notice of a pregnant student or employee, the Title IX Coordinator will notify the individual of their rights and assist with .

[Know Your Rights](#)

OTHER LAWS

Pregnant Workers Fairness - The Pregnant Workers Fairness Act promotes nondiscrimination by ensuring pregnant workers are **not forced out of their jobs unnecessarily or denied reasonable modifications** that would allow them to continue working while maintaining a healthy pregnancy.

Pregnancy Discrimination Act - Title VII of the Civil Rights Act of 1964 protects workers against discrimination due to pregnancy in the workplace. Whether an employee is currently pregnant, might become pregnant in the future or has been pregnant in the past, the University cannot discriminate against the employee.

PUMP Act - The PUMP for Nursing Mothers Act (“PUMP Act”) requires employers to provide **reasonable break time for an employee to express breast milk for their nursing child** and a private space to pump at work, other than a bathroom.

North Carolina Employment Rights - All state agency employees have a legal right to workplace adjustments for pregnancy, childbirth, or related medical conditions which may include, but are not limited to, reasonable break time and access to appropriate, non-bathroom lactation accommodations for rest and/or to express breast milk. State agencies may require employees to obtain documentation from a healthcare provider certifying the need for workplace adjustments. State agencies must provide written notice of rights and take any additional steps to prevent discrimination, retaliation, and harassment. [N.C. Exec. Order No. 82 \(2018\)](#).

Reasonable Accommodations

In accordance with Title IX regulations and other federal and state laws, Fayetteville State University is obligated to provide students and employees with:

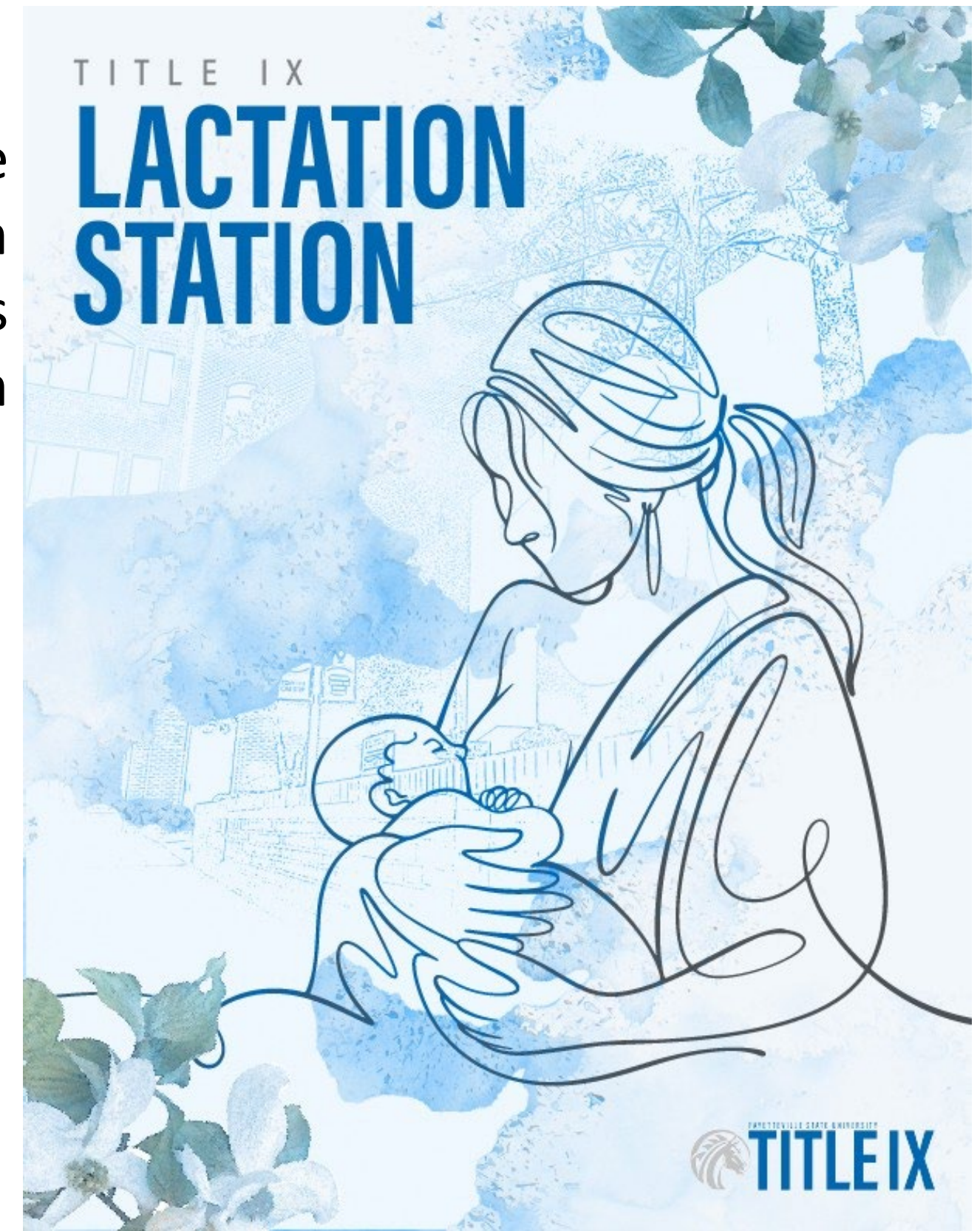
- ❖ Reasonable accommodations related to pregnancy, childbirth, or pregnancy-related conditions, unless the accommodation will cause an “undue hardship.”
- ❖ Reasonable break time from work or class for milk expression or breastfeeding for up to one year after a child’s birth.
- ❖ Access to a clean and private space, functional for pumping milk, shielded from view, free from intrusion, available as needed, AND **NOT a bathroom.**

Lactation Station

Fayetteville State University provides a clean, comfortable space designed for nursing mothers to pump while on campus. Located in room 215 in the School of Nursing building, the **Lactation Station** is available to nursing mothers who are employees or students. The room includes amenities such as:

- ❖ comfortable chairs,
- ❖ access to electrical outlets,
- ❖ mini refrigerator, sound machines,
- ❖ changing table,
- ❖ air purifier,
- ❖ vacant/in-use signage,
- ❖ reading materials, and
- ❖ cleaning and personal care supplies.

The Lactation Station is opened Monday – Friday from 8:00 am – 5:00 pm.





QUESTIONS

ADDITIONAL INFORMATION

Contact the Title IX Office

titleix@uncfsu.edu

(910) 672-2325

Room 201, Collins Administration Building