

## Pregnant and Parenting Students

Title IX of the Education Amendments of 1972 prohibits discrimination against students based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Schools are required to support pregnant and parenting students the same way they treat others who are similarly able or unable to participate in school activities.

### **Title IX Office: Academic Adjustments for Pregnant and Parenting Students**

The University of Tampa will provide appropriate, reasonable adjustments to educational programs and activities to support pregnant and parenting students. Reasonable adjustments are time-limited for the period of the documented “medical necessity” per Title IX. Students seeking support for their pregnancy can reach out to request support directly with [UT’s Title IX Office](#).

Depending upon each student’s situation, available adjustments/accommodations may include, but are not limited to:

- Extended deadlines
- Flexible exam scheduling
- Excused absences
- Grades of incomplete
- Remote learning if available
- Temporary parking in a closer location
- Breaks for nursing/pumping

In addition, Title IX supports include, but are not limited to, the following:

- Protections for parenting students extend to any parent on the basis of medical necessity related to the health of the parent who gave birth and/or baby during the pregnancy and postpartum period reasonably thereafter.
- The University must excuse a student’s absence because of pregnancy or childbirth for as long as the student’s doctor deems the absences medically necessary. This must be granted irrespective of classroom attendance requirements set by a faculty member, department, college, or division.
- At the conclusion of the pregnancy, the student must be given a reasonable amount of time to make up any work missed and must be allowed to return to the same academic status as before the medically necessary absence.
- A faculty member does not have to fundamentally alter the nature of a program for pregnant or parenting students.

- Absences due to medical emergencies arising from pregnancy or childbirth may be excused.
- If it is unreasonable for a student to receive extra time to complete a course, the student will be given the option to withdraw from the class without penalty.
- A faculty member cannot demand from a student a copy of the medical recommendation given by her doctor.
- If a student's program requires participating in off-campus programs, such as fieldwork, UT cannot deny that student participation based on pregnancy. UT cannot ask for a doctor's note for continued participation unless the school requires a note for all students who have a medical condition that requires treatment by a doctor.

## **Student Accessibility Services: Accommodations for Pregnancy-Related Conditions**

If during the course of a pregnancy a student develops a **pregnancy-related condition**, that student can seek disability-related accommodation through [Student Accessibility Services](#).

Pregnancy-related conditions are temporary or long-term impairments that can arise **as a result of pregnancy or childbirth**. Pregnancy-related conditions are protected under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, while pregnancy itself is protected under Title IX of the Education Amendments of 1972.

### **Potential Scenarios**

- Anemia/Morning Sickness: ability to schedule classes with appropriate/relevant breaks to manage care
- Gestational diabetes: ability to take breaks during class, ability to bring food/drink into class, ability to miss class reasonably when impacted
- Mobility related disabilities (e.g., sciatica, leg swelling)- students who need to adjust their schedule based on any mobility concerns (getting to and from class, time built in to get ready for class for those students who utilize home aides, etc.)

For more information about the process for determining eligibility for accommodations and supports that are potentially available, visit [Registering with a Disability](#).