

PAPERCLIP COMMUNICATIONS

Welcome to Today's
PaperClip Communications
Webinar

Pregnant & Parenting Students

Policies To Address Accommodations, Support & Ensure Title IX Compliance

Tuesday, March 4, 2025

This presentation is copyrighted by PaperClip Communications, 2025. This presentation may not be reproduced without permission from PaperClip Communications and its presenter(s). This presentation and all materials provided may not be altered. This presentation is not intended as legal advice and should be considered general information only. The answers to legal questions generally hinge upon the specific facts and circumstances of an institution. Individuals with specific questions should contact their institution's legal counsel. The opinions expressed during today's event are not necessarily those of PaperClip Communications.

Today's Moderator and Presenters



Kristin Morgan

Webinar Coordinator,
PaperClip Communications

M.S., Industrial Organizational Psychology,
Concentration in Student Personnel,
Springfield College

kristin@paper-clip.com



LaJuan Flores

Director & Title IX Coordinator
Office for Institutional Equity
Cleveland State University
L.n.flores52@csuohio.edu



Alice F. Jones

Title IX Consultant
aliceh@ccf.org

Poll Question

Which of the following best describes your institution?

- We are building out our pregnancy/parenting policy/practice
- We have an established pregnancy/parenting policy/practice
- We are doing Title IX accommodations as needed but have no clear plan strategically
- Something else

Learning Objectives

- Explore guidance specifically around pregnant and parenting students and institutional responsibility to accommodate
- Share approaches to handling the current regulations
- Outline current factors that make navigating pregnancy/parenting issues challenging for institutions in today's cultural climate
- Discuss strategies for how to approach conversations with students around issues related to pregnancy/parenting

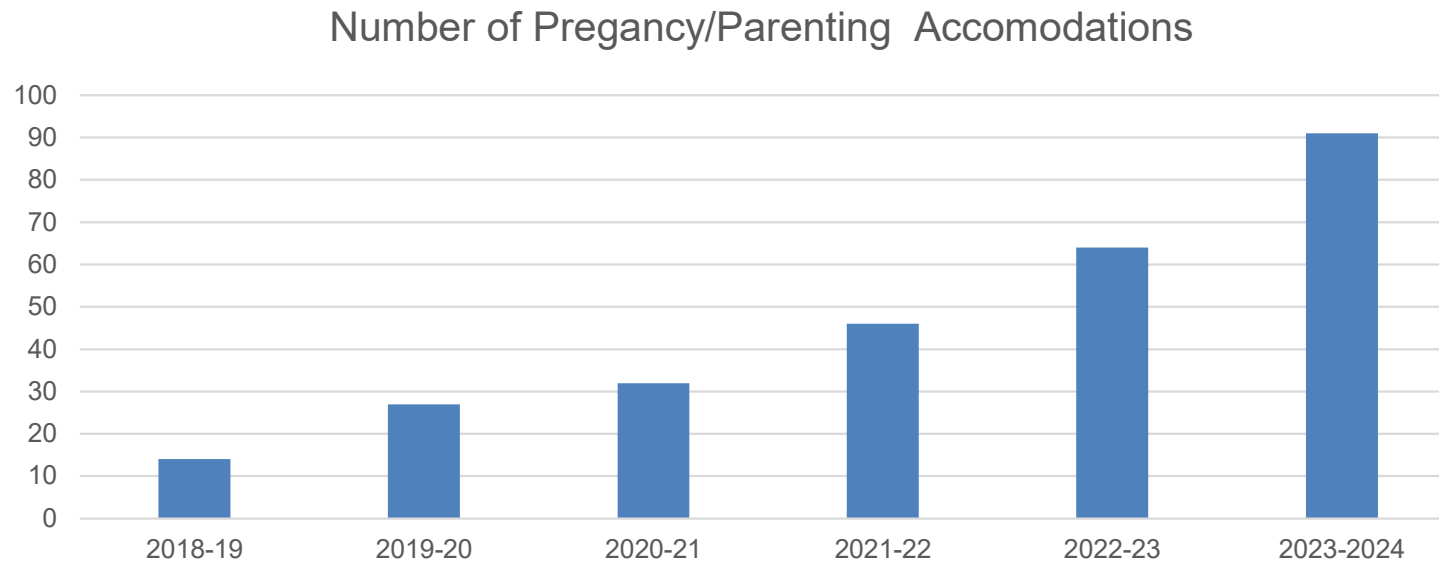
The Current Moment

- Multiple swings in Title IX guidance in recent years
- Post Dobbs
- Polarized political climate
- DNI

The Student Parent

- Student parents have shared attitudes, language, social, economic, and emotional similarities
- Motivated, tenacious and persistent
- Share guilt and internal struggle consistent doubt
- Feel invalidated and dismissed in the academic setting
- ‘This was not designed with me in mind!’

FY	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	14	27	32	46	64	91



Examples

- Babysitter calls off sick.
- Pregnant student spends weekend in hospital because of non-stop vomiting, and partner (also a student) must care for two toddlers without childcare all weekend long.
- Child falls at recess at school and might have a broken arm.
- Parent must attend court relating to child custody hearing.
- Student – male or female -- needs to see a counselor over the loss of a pregnancy.
- Parent is called to the high school because child got into a fight with another students.
- An exam is scheduled for the evening, when student doesn't have childcare.
- Student is up with teenage child all night because the teen is being bullied in school and spent the night crying.
- College age or adult child is in crisis requiring extensive, time consuming support from student parent.
- Guardian needs to attend court related to foster child.
- Social services agency assisting with adoption scheduled a home visit without notice.

Types of Accommodations

- Excused absences
- Extended deadlines
- Flexible exam scheduling
- Ability to go off camera during class
- Ability to take a final early (before the expected birth of a child)
- Ability to start class later in the semester (to account for time off required for the birth of a child)
- Grades of incomplete or being withdrawn from courses (grade of W) without negative impact to academic standing and without regard to regular deadlines
- Ability to attend class remotely (if course is scheduled for in-person)
- Bringing a sleeping or quiet infant to class

What is Current Guidance?

2020 Guidance (Trump)	April 2024 Guidance (Biden)	Current Guidance (Trump)
Banned discrimination on the basis of pregnancy, termination of pregnancy, termination of pregnancy (miscarriage, abortion, stillborn and recovery) but unclear about anything beyond that.	Banned discrimination on the basis of past, present or current pregnancy, childbirth, termination and all related medical conditions Pregnant/Parenting students as a point of emphasis	Banned discrimination on the basis of pregnancy, termination of pregnancy, termination of pregnancy (miscarriage, abortion, stillborn and recovery) but unclear about anything beyond that.
Required institutions to provide pregnant and postpartum students w same sorts of services as any other student with a disability	Required institutions to provide reasonable academic adjustments to anyone in the above category. Wide ranging.	Required institutions to provide pregnant and postpartum students w same sorts of services as any other student with a disability
Did not address lactation space	Required institutions to provide clean, non bathroom lactation space	Does require lactation space be provided
Allowed institutions to require physicians certification	Only allowed to ask for documentation if absolutely necessary, can be <i>any</i> medical personnel	Allowed institutions to require physicians certification

Pregnant Students Rights Act

- H.R. 6914, Passed the House
- Requires institutions to share information about pregnant students' rights
- Does not require institutions to provide information concerning abortion
- Goal is to ensure pregnant students know their rights

Case Study

Troy University, Alabama

- Public institution, 12k students, rural setting
- Student notified university of her pregnancy before the start of the fall 2020 semester
- Student shared with university officials she felt there were repeated instances of her pregnancy negatively impacting her education due to lack of pregnancy accommodations.
- Example- When student became unable to sit in a desk, she requested a table but never received one, she notified faculty

Resolution

OCR's Noted investigatory position:

- University did not make reasonable and responsible adjustments to the student's pregnancy related requests
- Responses to student's requests were "ad hoc" and uncoordinated
- Lack of timeliness with Title IX Coordinator
- Professor reached out to Title IX Coordinator, did not receive a response
- There was no good information about how to obtain pregnancy accommodations which left the student to work it out with individual professors

Resolution

To resolve, Troy University has committed to the following

- Adjust student's grades that were impacted and offer reimbursement for documented expenses related to courses she has had to re-take since the semester she was pregnant.
- Reviewing, revising and drafting policies and procedures on how to address requests for accommodations from pregnant and parenting students
- Updating all websites to provide the Title IX rights of pregnant students, the process for requesting accommodations, a link to grievance procedures that apply to complaints of pregnancy-related or other sex discrimination
- Faculty/staff training regarding the rights of pregnant students and the University's obligations to pregnant students
- Tracking of students' requests for pregnancy-related adjustments and the university's response to such requests

Reflection:

What went wrong? Identify key issues in Troy University's handling of the case.

What should have happened? Based on Title IX, how should the university have responded?

What steps would your institution take to comply with Title IX?

High Level Topics

Using 2020 Guidance

- Prohibited discrimination
- Required accommodations
- Parenting
- Institutional compliance

Prohibited Discrimination

- Schools cannot exclude, discriminate against, or penalize students based on pregnancy, childbirth, false pregnancy, miscarriage, termination of pregnancy, or recovery.
- Pregnant students must be allowed to continue their education without being forced to withdraw or change programs.

Required Accommodations

- Reasonable Adjustments & Supportive Measures
 - Excused absences for pregnancy, childbirth, or medical recovery with no academic penalty.
 - Extended deadlines, alternative assignments, or remote learning options if necessary.
 - Flexibility with breaks during class and exams.
 - Access to elevators, larger desks, or other necessary physical adjustments.

Required Accommodations

- Leave & Attendance Policies
 - Schools must excuse absences for pregnancy-related medical conditions as long as a doctor deems necessary.
 - Students must be allowed to return to the same academic and extracurricular status they had before the leave.

Required Accommodations

- Lactation & Nursing Accommodations
 - Schools must provide time and a private space (not a restroom) for lactating students to express milk.
 - Reasonable breaks must be allowed for breastfeeding or pumping.

Parenting Students

- Title IX protects both mothers and fathers (non-birthing parent) from discrimination due to parenting responsibilities.
- Schools cannot exclude students from extracurricular activities because they are pregnant or parenting.
- If childcare services are offered on campus, they must be available equally to all students, including fathers.

Institutional Compliance

- Professors cannot penalize students for pregnancy-related absences.
- The school must train faculty (vague) and staff to ensure compliance.
- Institutions must appoint a Title IX Coordinator responsible for handling pregnancy-related accommodations.

Now it's time for
a short break.

How to Talk About It-

How to talk about it

- Say what you can do honestly, if you cannot ensure confidentiality, say that!
- Phone or face-to-face instead of written conversations
- Know confidential resources on campus
- Intentionality around what you ask, how you talk about sensitive topics.
- Messaging on websites is KEY
- Train staff on what they can AND CAN'T say, ask etc.
- Key point: Treat pregnant students as you would any other student with a temporary disability

Issues!

- Student did not communicate until the situation is ablaze!
- Student is leaning on a pregnancy/parenting accommodation in a way that is not working
- Maintaining equity, what is “reasonable?”
- Volume of students and staffing
- Requests for remote learning accommodations (need I say more!)

Other Considerations

- Limitations around accommodations if there is a state licensure requirement (internships, lab practice hours, state boards, professional students)
 - Let students know where we do, and where we do NOT, have authority
- Is pregnancy a disability?
 - Classified as “short term disability” for insurance
 - Disability or Title IX?? Explore at institutional level, CSU: Title IX

How to approach

- Know your own triggers
- Know legalities of saying or doing things as an employee of the institution
- Know what *is* and what *isn't* your role

Now it's time
for today's
key takeaways.

Takeaways

- Make a reasonable plan for your institution understanding there has been many swings in recent years.
- National climate around Dobbs, state laws around abortion make students feel and faculty/staff fearful to talk about pregnancy situations. Staff are afraid of saying something wrong, as a result no one talks. We have to talk!

Takeaways

- Work with campus partners in development of policy/procedure and practice.
Understand what is ok to say or not say?
How can faculty respond if a student discloses?
- Q/A session will demonstrate how our institution has approached developing policy/procedure and practice around pregnant and parenting students.

Now it's time
for the Q&A.

Today's Moderator and Presenters



Kristin Morgan

Webinar Coordinator,
PaperClip Communications

M.S., Industrial Organizational Psychology,
Concentration in Student Personnel,
Springfield College

kristin@paper-clip.com



LaJuan Flores

Director & Title IX Coordinator
Office for Institutional Equity
Cleveland State University
L.n.flores52@csuohio.edu



Alice F. Jones

Title IX Consultant
aliceh@ccf.org

Q&A Session

Ask a Question or Offer a Comment!

Type in a question or comment at any time by using the Q&A panel on the webinar platform.

If you have a question that you were unable to ask during the webinar, please feel free to email the presenter(s) directly or email info@paper-clip.com and reference today's webinar.

Resources and References

- ATIXA Injunction tracker. 2024. Retrieved from:
<https://www.atixa.org/regs/#injunction>
- Brink, M. (June 28, 2022). Title IX proposal would add protections for pregnant students. Inside Higher Ed. Retrieved from:
<https://www.insidehighered.com/news/2022/06/29/title-ix-protections-pregnant-students-post-roe-america>
- Knott, K. & Alonso, J. (August 1, 2024). A new Title IX era brings confusion and frustration. Inside Higher Ed. Retrieved from:
<https://www.insidehighered.com/news/students/safety/2024/08/01/enforcement-bidens-title-ix-rule-complicated-lawsuits>
- Knott, K. (August 1, 2024). How Biden's Title IX reform becomes a legal morass. Inside Higher Ed. Retrieved from:
<https://www.insidehighered.com/news/government/2024/08/01/how-legal-challenges-tied-title-ix-26-states>
- The Pregnant Scholar, Summary of key changes to the Title IX regulations on pregnancy and parental status. 2024. Retrieved from:
<https://thepregnantscholar.org/wp-content/uploads/Title-IX-Before-and-After-Summary.pdf>

Certificate of Completion

How to Claim Your Certificate:

1. After the webinar, go to **www.paper-clip.com/certificate**.
2. Create an account or log in to an existing account with our site.
3. Once logged in, under "My account" in the top menu, select "Download Certificate."
4. Select the webinar from the dropdown menu and enter the webinar-specific password on your instructions.
5. Enter the requested information and click Submit.

Upcoming Webinars

March 11, 2025



**Pre-College
Programs**

March 11, 2025



**ADA & Campus
Events**

March 13, 2025



**Risk Management
in Campus
Activities & Student
Organizations**

Upcoming Webinars

March 25, 2025



**Micro-credentials:
Unlock New
Pathways For
Specialized Skills**

March 26, 2025



**Title II & Web Content
Accessibility
Guidelines (WACG)
2.1 AA Requirements**

March 27, 2025



**Improving
Staff & Faculty
Morale**