

ADJUSTMENTS FOR PREGNANCY & RELATED CONDITIONS

MBKU is committed to creating an accessible and inclusive environment for pregnant and parenting students in accordance with Title IX, and will not unlawfully discriminate against any student, or exclude any student from its education program or activity, on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery from any of these conditions.

Pregnant students will be treated the same as similarly situated students with any other temporary disability and will be required to submit medical certification like other students with physical or emotional conditions requiring the attention of a health care provider. Requests for adjustments should be directed to the VPES who will discuss the student's needs and determine appropriate adjustments because of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

If the student rejects the proposed accommodation(s), the student may appeal to the VPHR. The VPHR's decision shall be final.

FAQs Related to Pregnant and Parenting Students

How long are students entitled to have the accommodations before the delivery?

Title IX does not have a timeframe limitation, because individual circumstances differ. MBKU uses the same policy we use for any other temporary disability or, absence such a leave policy for students or for students who do not qualify for the leave policy, the timeframe is for "so long a period of time as is deemed medically necessary by the student's physician." See 36 CFR § 106.40(b)(4) and (5) Marital or parental status.

How long are students entitled to have the accommodations after the delivery?

Post-pregnancy, Title IX also requires that accommodations be provided for breastfeeding and recovery. And, in certain situations, a pregnancy-related or recovery complication may be protected under the Americans with Disabilities Act (ADA), entitling the student to reasonable accommodations under that federal law.

California has pregnancy and breastfeeding protections, including the California Equity in Education Act, which specifically guarantees leave for graduate student parents. This law allows for graduate students to take leave for longer than what is medically necessary and return without penalty.

Do accommodations apply to breastfeeding students?

While the law does not state any specifications for lactation space, the Department of Education Office of Civil Rights suggest administrators "designate a private room for young mothers to breastfeed, pump milk, or address other needs related to breastfeeding during the school day."