

Reasonable Modifications for Pregnant and Parenting Students

When OCRTIX learn a student is pregnant a new parenting, we send an email with comprehensive options, reasonable modifications students can request, the process to do so, and invite them to meet with a member of our team to talk more about any needs they may have. This can occur regardless of sex, marital status, length of pregnancy, or outcome.

Examples of reasonable modifications could include:

- Additional excused absences for medical appointments (including termination, delivery, check-ups, etc.).
- Extensions of deadlines.
- Larger desk/working area, larger seats.
- Permission to use the bathroom more regularly.
- Permission to bring water or food into labs.
- Appropriate time to pump.
- Alternative testing locations, breaks, or proctoring of exams.

Non-gestational student parents/supports are also eligible for reasonable modifications.



**HR Workplace
Accommodation form:**



**Family Medical Leave
Act (FMLA) policy:**



Parental Leave Policy:



**GTA, GRA, & GA (3G)
Benefits:**



**Lactation Room
locations:**



Lactation Policy:



The Pregnant Scholar:



Office of Civil Rights & Title IX

civilrights.ku.edu

785-864-6414 | civilrights@ku.edu



Contact civilrights@ku.edu to receive support for yourself, or others.



**Employee Pregnancy
Accommodation Policy**



Parental Leave Policy:



**Family Medical Leave
Act (FMLA) policy:**



**Lactation Room
locations:**



Lactation Policy:



**Expecting Parent Resource
Guide**



**HR Workplace
Accommodation form -
Employees:**



**HR Workplace
Accommodation form -
Residents:**



The Pregnant Scholar:



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