

Pregnant & Parenting Resources

Reasonable Modification Options

When the Office of Civil Rights & Title IX (OCRTIX) learns a student is pregnant or a new parent, we send an email with comprehensive options of reasonable modifications students can request and the process to do so. We also invite them to meet with a member of our team to talk more about any needs they may have. This will 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.
- Appropriately allotted time to pump.
- Alternative testing locations, breaks, or proctoring of exams.

Non-gestational student parents & their supports may be eligible for reasonable modifications.



**HR Workplace
Accommodation Form:**



**Parental Leave
Policy:**



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



**The Pregnant
Scholar:**



**Lactation Room
Locations:**



**Lactation
Policy:**



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



Office of Civil Rights & Title IX

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**Employee Pregnancy
Accommodation Policy:**



**Parental Leave
Policy:**



**Lactation Room
Locations:**



**Lactation
Policy:**



**The Pregnant
Scholar:**



**HR Workplace
Accommodation
Form - Residents:**



**HR Workplace
Accommodation
Form - Employees:**



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



**Expecting
Parent Resource
Guide:**



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