



Pregnancy & Lactation Accommodation Q & A

Title IX prohibits discrimination on the basis of sex — including pregnancy, parenting, and all related conditions — in education and in programs and activities that receive federal funding (AB2289). If you are a pregnant or a parenting student, you have the right to stay at APU so you can meet your education and career goals.

APU is committed to provide a caring and flexible support system for our pregnant students. We are aware that pregnancy is a significant life transition, often accompanied by critical decisions to be made. Our priority is to provide resources, support, and assistance for a pregnant student to successfully continue her studies. If a student becomes pregnant while enrolled at APU, highly confidential and caring assistance is available through the Health and Counseling Centers, as well as individual support from Student Affairs personnel.

Students who voluntarily disclose their pregnancy and are in need of accommodations based on medical need, may go through [Accessibility and Disability Resources \(ADR\)](#) who will provide information about the accommodation process. If you are a pregnant student, below are some frequently asked questions regarding your Title IX rights.

How can I use Title IX to ensure that my pregnancy or family responsibilities do not interfere with my education?

Title IX requires professors and administrators to treat pregnancy, parenting, and all related conditions in the same manner and under the same policies as any other temporary disability. The university can require a pregnant student to provide a doctor's certification of fitness to continue in an education program or activity only if the same requirement is imposed on all other students with physical or emotional conditions requiring a doctor's care. The University cannot require a doctor's note from you after you have been hospitalized for childbirth, unless a doctor's note is required from all students hospitalized for other conditions. Pregnant students must be

provided the same accommodations and support services available to other students with similar medical needs. Your professors or administrators should not tell you that you have to drop out of your classes or academic program or change your educational plans due to your pregnancy. If you have a concern regarding your status as a pregnant, you may contact Title IX office at titleix@apu.edu, or if you would like to request academic accommodations, you may contact Accessibility and Disability Resources at adr@apu.edu.

Are there lactation accommodations on campus?

Yes. The purpose of lactation accommodation is to provide nursing mothers who are employees or students of the university with a private place to express breast milk. This accommodation complies with applicable state and federal laws related to provision of accommodation for nursing mothers (OCR-00070). All nursing mothers who are university employees or students may reserve a private lactation room in advance by contacting the Title IX Office (titleix@apu.edu), stating the date, time, and campus location. These lactation locations are private, secured, shielded from view, and are not located in a restroom or common area.

Azusa Campus: Lactation rooms are located East and West Campus and Admin West.

Regional Campuses: Nursing mothers who wish to reserve a room on regional campuses, should inquire with the front office staff who will be able to provide private accommodations.

If my program requires internships, practicums, or other off-campus elements, can I be excluded from participation?

No. Your program must allow you to continue participating in off-campus programs. If your program provides opportunities to “work in the field,” you cannot be excluded based on your pregnancy. Your professor cannot require a doctor’s note for continued participation unless your professor requires one for all students who have a medical condition that requires treatment by a doctor. If you need accommodations, contact Accessibility and Disability Resources.

What are my rights as a parenting student?

Title IX prohibits schools from discriminating against students based on parental status. To ensure a student’s full access to their education, a school must make adjustments to the regular program that are reasonable and responsive to the student's temporary pregnancy status.

Examples of this include providing a larger desk, allowing frequent trips to the bathroom, or permitting temporary access to elevators.

Title IX also prohibits a school from excluding a pregnant student from any part of its educational program, including all extracurricular activities such as school clubs, academic societies, honors programs, or intermural sports.

Title IX requires a school to excuse a student's absences due to pregnancy or related conditions, including recovery from childbirth, for as long as the student's doctor deems it necessary.

What if classmates, staff, or faculty make offensive comments to me about my pregnancy?

Title IX requires the university to prevent and address sex-based harassment, including harassment based on pregnancy. If you experience this sort of treatment, please seek help immediately. The law prohibits anyone from retaliating against you for filing a complaint or raising a concern. [You may file a complaint online](#) or contact the Title IX Office at titleix@apu.edu or (626) 815-2065.

If I am pregnant and currently living on campus, what are my options?

Students can be pregnant while living on campus; however, our campus housing cannot accommodate families, therefore, students may not have their child live with them after they are born. If you are a resident, please work with your Area Director for resources and support with logistics as you prepare for your baby's due date.

What if I am a student athlete?

APU Athletics Department and NCAA are committed to supporting pregnant and parenting student athletes. In addition, the Title IX Regulations prohibits pregnancy discrimination, stating that schools must treat pregnancy and all related conditions in the same way as they treat any other temporary medical conditions (see also NCAA link). A student-athlete is entitled to a waiver to extend athletic career due to pregnancy-related interruption. NCAA addresses rules in the following areas: pregnancy exception, reduction.

Helpful Tips for Pregnant and Parenting Students:

- Ask for help—meet with your school’s Title IX Coordinator regarding what your school can do to support you in continuing your education.
- Keep notes about your pregnancy-related absences, any instances of harassment, and your interactions with school officials about your pregnancy, and report any concerns to the Title IX Coordinator or Deputy Coordinator.
- If you feel your school is discriminating against you because you are pregnant or parenting, you may file a grievance:
 - Title IX Coordinator <https://www.apu.edu/titleix/help/how-to-report/>
 - U.S. Department of Education, Office for Civil Rights (OCR), even if you have not filed a complaint with your school. If you file with OCR, make sure you do so within 180 days of when the discrimination took place
<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Resource Links:

If you want to learn more about your rights, or if you believe that a school district, college, or university is violating Federal law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or ocr@ed.gov. If you wish to fill out a complaint form online, you may do so at: U.S. Department of Education [Know Your Rights: Pregnant or Parenting? Title IX Protects You From Discrimination At School](#)

SCI has drafted a memo regarding the Title IX rights of pregnant student-athletes, which is available here: <https://system.suny.edu/sci/news/8-21-20-pregnant-student-athlete/index.html>

The Department of Education’s Office for Civil Rights has published this guidance: <https://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>