

Policy for Students Who are Pregnant or Experiencing Pregnancy Related Conditions

As a student who is pregnant, or is experiencing a pregnancy related condition (e.g., pregnancy; childbirth; termination of pregnancy; lactation; medical conditions related to pregnancy, recovery from pregnancy, or related medical conditions, etc.), you have a right to equal access to classes and activities.

Your rights include the right to access to academic modifications related to your pregnancy or post-pregnancy conditions. Those modifications may include:

- breaks during class to express breast milk or to breastfeed;
- break to attend to health needs associated with pregnancy or related conditions; including eating, drinking, or using the restroom;
- intermittent absences to attend medical appointments;
- access to online or homebound education;
- changes in schedule or course sequence;
- extensions of time for coursework;
- rescheduling of tests and exams;
- allowing a student to sit or stand, or carry or keep water nearby;
- counseling;
- changes in physical space or supplies (for example, access to a larger desk or a footrest) elevator access; or
- other changes to policies, practices, or procedures.

The right to voluntarily take a leave of absence from the University to cover, at minimum, the period of time deemed medically necessary by a physician or as allowed by existing University policy if the period afforded under that policy is longer.

The right to return to the same academic status the student experienced before the leave was initiated and the student must be afforded the opportunity to make up any missed work, to the extent possible.

The right to take a leave from any University employment to cover, at minimum, the period of time deemed medically necessary by a physician or as allowed by existing University policy if the period afforded under that policy is longer with the opportunity to return to that employment at the same status as when the leave was initiated, to the extent the position still exists.

The right not to be forced by an academic department or University employer into taking a leave of absence.

The right not to be excluded from activities or events in the academic program due to pregnancy or pregnancy related condition.

The right to a clean lactation space that is not a bathroom, is shielded from view and is free from intrusion by others. Information about lactation spaces across campus can be found [here](#).

If you are a pregnant student or you have a pregnancy related condition and you are looking for resources, modifications, or support, please complete this [form](#) and someone from Student Title IX Case Management will reach out to you.

If you are a faculty or staff member who receives information notifying you of a student experiencing a pregnancy or related condition, you should provide the Title IX Coordinator's contact information to the student. You should also notify the student that the Title IX Coordinator can coordinate specific actions to prevent discrimination and ensure equal access to the education program.

The Title IX Coordinator for Student is:

Pam Peter
Director, Student Title IX Case Management
005 Steele Hall
titleIX@syr.edu
315.443.0211