

PREGNANCY & PARENTING RIGHTS



TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 is a federal civil rights law that prohibits discrimination on the basis of sex, including pregnancy and parental status, and requires that all educational institutions provide a range of reasonable adjustments to students who need them due to pregnancy and childbirth. Adjustments are assessed on a case-by-case basis with interactive dialogue between the faculty / staff member and the student. Faculty or staff must email titleix@northpark.edu to report they received an adjustment request.

STUDENT RIGHTS

NPU provides reasonable adjustments to students who need them due to pregnancy for as long as it is medically required. This may include adjusting a student's schedule or allowing frequent trips to the restroom when necessary. NPU must provide the student with reasonable adjustments, like providing a larger desk, elevator access, or allowing frequent restroom trips.

CLASSES AND SCHOOL ACTIVITIES

NPU must allow pregnant or parenting students to participate in classes, and extracurricular activities, including honors classes, clubs, and sports.

EXCUSED ABSENCES AND MEDICAL LEAVE

Excused absences for pregnancy and childbirth are a student's legally protected right; it cannot be made contingent on a student's grades or any other factor, such as meeting the criteria of any NPU Policy.

- Pregnancy or childbirth absences must be excused for as long as a doctor deems it medically necessary.
- Students returning from medical leave will return to the same academic and extracurricular status as before the leave began and be permitted to make up any missed work due to doctor's appointments, medical conditions, and childbirth.
- If a student's grade is based partly on class participation or attendance, the student should be allowed to make up the participation or attendance credits.
- Students will be provided the same services it provides to students with temporary medical conditions, including online instruction, tutoring, and independent study.

DISABILITY SERVICES (DS)

Pregnancy itself is not considered a disability. However, some medical conditions that result from pregnancy may meet the definition of a medical disability (e.g., gestational diabetes and preeclampsia) and may result in a short-term disability. If the student develops a medical condition, the student should contact DS. Additional information can be found on the [DS website](#).

HARASSMENT OR DISCRIMINATION

NPU is obligated to protect students and employees from “Harassment,” which means any unwelcome conduct on the basis of an individual’s actual or perceived pregnancy that has the purpose or effect of substantially interfering with the individual’s work performance or creating an intimidating, hostile, or offensive living, learning or working environment. Comments and behaviors could constitute prohibited harassment if they are sufficiently serious to interfere with an individual’s ability to benefit from or participate in an academic program or extracurricular activity.

LACTATION SPACES & BREAKS

Private lactation spaces are provided for students and employees. Employees may take reasonable breaks to express milk as long as their work needs can be efficiently and effectively met.



NPU EMPLOYEES

Federal and state laws prohibit discrimination on the basis of pregnancy or a condition related to pregnancy. If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability, and the accommodation does not impose an undue hardship on your employer.

NPU provides reasonable accommodations to employees who are pregnant or who have a condition related to pregnancy. Some potential options are:

- Changing job duties
- Changing work hours
- Temporary relocation
- Providing mechanical or electrical aids
- Transfers to less strenuous or less hazardous positions
- Providing leave

Every situation is different and requires an interactive conversation with your supervisor and the Office of Human Resources to decide what accommodation best suits your needs.

QUESTIONS? CONTACT:

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Title IX Coordinator
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Illinois Department of Human Rights
100 West Randolph Street, 10th Floor
Intake Unit Chicago, IL 60601
(312) 814-6200 | <https://dhr.illinois.gov>

The Pregnant Scholar (Student Resource)
<https://thepregnantscholar.org>