

PREGNANCY AND PREGNANCY-RELATED CONDITIONS



Title IX Regulations for Pregnancy and Pregnancy-Related Conditions

According to the U.S. Department of Education's Title IX regulations, the University, "shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity of the recipient." 34 C.F.R. § 106.40.

As a UCI employee, what do you do if a student disclosed their pregnancy or pregnancy-related condition?

- Listen with empathy and without judgement to that person's needs or concerns
- Promptly provide that person with:
 - UCI Office of Equal Opportunity and Diversity's (OEOD) contact information; and
 - Inform them that OEOD can assist with preventing discrimination and facilitating reasonable modifications to ensure the student's equal access to their education and activities.

IF THERE ARE ALLEGATIONS OF DISCRIMINATION AND/OR HARASSMENT, YOU MUST NOTIFY OEOD.

Reasonable modifications OEOD can facilitate include, but are not limited to:

- Rescheduling and extensions for academics
- Excused absences
- Permitting breaks during class, as needed to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Access to a clean and private lactation space

Pregnancy-related conditions include, but are not limited to:

Pregnancy-related fatigue, dehydration (or the need for increased water intake), nausea (or morning sickness), increased body temperature, anemia, and bladder dysfunction; gestational diabetes; preeclampsia; hyperemesis gravidarum (i.e., severe nausea and vomiting); pregnancy-induced hypertension (high blood pressure); infertility; recovery from childbirth, miscarriage, or abortion; ectopic pregnancy; prenatal or postpartum depression; and lactation conditions, like mastitis

OFFICE OF EQUAL OPPORTUNITY AND DIVERSITY

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<https://oeod.uci.edu/parenting/index.php>