FAQs for Faculty regarding Student Pregnancy or Pregnancy Condition Accommodations
August 2021

1. What is the University’s responsibility to provide pregnancy accommodations?

The University prohibits discrimination based on sex, as mandated by Title IX of the Education Amendments of 1972. Consistent with University policy and applicable law, the University cannot exclude a student from participating in any part of an educational program based on the student’s pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom. The University works to ensure continued access by providing reasonable accommodations to USU students, faculty, and staff for pregnancy, childbirth, breastfeeding, or a related condition.

2. What should I do as a faculty member if a student informs me that they are pregnant or experiencing a pregnancy related condition?

Ask the student if they are seeking pregnancy accommodations, and if they are, ask them to reach out to the Office of Equity by calling (435) 797-1266, stopping by Old Main room 161, or emailing titleix@usu.edu. Student will need to fill out a pregnancy or pregnancy related accommodation request form prior to receiving accommodations.

Additionally, students can discuss pregnancy accommodations by scheduling an intake with an Office of Equity supportive measures specialist.
- If they are located at the Logan, Blanding, or Statewide campuses, they can schedule an intake with Rachel Bernardo.
- If they are located at the Eastern campus, they can schedule an intake with Katie Freeman.

3. What do reasonable accommodations for pregnant students look like?

Specific accommodations will vary from student to student. Examples of reasonable accommodations may include:
- a larger desk;
- breaks during class, as needed;
- permitting temporary access to elevators;
- rescheduling tests or exams;
- excusing absences due to pregnancy or related conditions;
- submitting work after a deadline missed due to pregnancy or childbirth; and,
- providing alternatives to make up missed work.

A pregnant student will be allowed to make up any work missed due to medically necessary absences for pregnancy. The student will not be required to complete make up work until the student's medically-necessary absences for pregnancy are completed.

4. What should I do if a student tells me they need to miss class due to pregnancy or a pregnancy related condition?
The University excuses all reasonable accommodations and medically necessary absences for pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery. This includes doctor appointments. The Office of Equity will inform the faculty member via email that they must excuse absences for their course deemed a reasonable accommodation or medically necessary by the appropriate medical professional. Faculty members cannot request a doctor’s note from a student – such request must go through the Office of Equity.

5. **What if I want to implement accommodations on my own?**

The Office of Equity appreciates your willingness to help the student. However, accommodations must go through the Office of Equity so they are reasonable accommodations that are properly documented by the University.