

University of Baltimore Guidelines for Faculty Working with Pregnant Students

Consistent with Title IX of the Education Amendments Act of 1972 (“Title IX”) The University of Baltimore does not discriminate against any student or exclude any student from its education programs or activities, including any class or extracurricular activity, on the basis of the 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 University. The University will not advise or force a student to drop a class or program or change their educational plans due to a pregnancy.

The University of Baltimore also recognizes that some impairments related to pregnancy may qualify as disabilities under Title II of the Americans with Disabilities Act of 1990 (“ADA”) and Section 504 of the Rehabilitation Act of 1973 (“Section 504”), as amended. The University is committed to accommodating students with disabilities resulting from pregnancy the same way it accommodates other students with temporary medical conditions.

Students may request reasonable adjustments based upon pregnancy needs or reasonable accommodations based upon pregnancy related complications, which qualify as disabilities.

What types of reasonable adjustments can the student request?

Specific adjustments will vary from student to student as each situation is different. Examples of adjustments or accommodations may include:

- A larger desk or chair/separate desk with chair
- Breaks during class, as needed
- Rescheduling exams or tests
- Excused absences, due to pregnancy or related conditions
- Modified deadlines on assignments if missed due to pregnancy or childbirth
- Providing alternatives to make up missed work due to pregnancy or childbirth

How do I request these adjustments?

Adjustment requests should be directed to the Office of Disability and Access Services (DAS), located in the Academic Center room 111. They can be reached at (410) 837-4755 or via email at das@ubalt.edu. DAS will discuss the pregnant student’s individual needs and may request documentation that supports any requested reasonable accommodations. The student will be asked to complete the Intake for Pregnant Students form that provides information regarding how the pregnancy will impact them as a student.

How does a student report harassment or discrimination due to pregnancy?

If the student believes they have not received a general pregnancy-related adjustments (not related to a pregnancy complication) as requested or believes they have been discriminated against or harassed on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, they may file a complaint through the [University’s Title IX policy](#).

What about participation in internships, career rotations, and other off-campus components of a program of study – can a pregnant student be excluded?

The University must allow pregnant students to continue participating in off-campus elements to their program of study. Questions or concerns regarding off-campus elements to a program of study should be directed to the [Title IX office at the University of Baltimore](#).

What about pregnancy-related attendance issues – does the university have to excuse absences due to pregnancy, childbirth, or termination of pregnancy?

A student cannot be penalized for pregnancy or related conditions, even if a professor has a specific attendance requirement. A professor must excuse absences due to pregnancy or any related condition, for as long as the student's doctor says it is necessary to be absent, even if there is no leave policy for students with other conditions. When a pregnant (or parenting) student returns to school, the student must be reinstated to the status held before the leave, which means if there are academic advantages given to students based on class attendance, a returning student must be given the opportunity to make-up the credit and work missed during the pregnancy-related absence (or related condition).

What do I do when a student informs me that they are pregnant, or about to be a parent?

Once a student self-identifies, they should have the option of meeting with DAS to obtain information about how the school supports pregnant students in the academic setting. The University offers an accommodation-like process that addresses each qualifying student individually.

What does a student do if they experience difficulties due to or during pregnancy?

The Office of Disability and Access Services will work with the pregnant student to determine if other supports can be put in place during the pregnancy in collaboration with the instructor and/or staff member depending in their needs and situation.

How does a student file a Complaint regarding a failure to provide an accommodation needed to address any pregnancy-related complications?

Students with complaints regarding adequacy or denial of accommodations related to disabilities, including pregnancy-related complications qualifying as disabilities, may file a complaint with DAS or pursue a grievance using the [University of Baltimore I.5.1 Section 504/ADA Policy and Procedures for Persons with Disabilities](#)

What are the expectations surrounding accommodations for students who are pregnant or are about to be a parent?

Students who are pregnant or have related conditions or circumstances cannot be excluded from any educational program or activity. However, if a student is unable to complete a course due to pregnancy or related conditions and must take a leave of absence, the student is entitled to pick up the class and continue from the point at which they previously stopped. The University may offer the student the options such as retaking the semester or taking part of the course online, if available; however, the student should be allowed to choose which option is best for them to make up the work.

What about classes or labs that may pose a hazard to a developing fetus? What about clinical placements:

The University may issue general warnings, concerning the health risk a student may encounter as a result of participation in course work, labs, clinical assignments, or other components of an educational program (e.g. bacterial disease, viral disease, radioactivity, etc.). The University may also notify all students of possible precautionary measures they may wish to take prior to engaging in such activities or actions. Pregnant students may choose to participate in the activities or actions or may request comparable alternatives. In certain situations, as long as it fits with other policies, Title IX regulations do permit colleges and universities to require students who are pregnant, or have a related condition, to obtain certification from a physician to confirm that the student is physically and emotionally able to continue participation in a recipient's program if such certification is required of all students for other physical or emotional conditions that require a physician's attention. Please do not request any such certification from pregnant students, but rather reach out to DAS if you believe this might be an issue and allow DAS to handle any such requests.

What about lactation spaces?

The Department of Education suggests that institutions designate a private room for mothers to breastfeed, pump milk, or address other needs related to breastfeeding. These lactation spaces should be located in designated areas where students are shielded from view and free from intrusion.

UB offers working mothers two dedicated lactation rooms available for faculty, staff, and students who are nursing. The rooms provide a private, secure, clean and quiet space to express breast milk while on campus. No reservations are required to use the room. Any student wishing to avail herself of this benefit may use the room up to 30 minutes after making arrangements with the supervisor/manager for each lactation break. The room locations are: **William H. Thumel Sr. Business Center, Room 315** and **John and Frances Angelos Law Center, Room 032**. The rooms do not require a reservation or a key; it is available on a first come first serve basis.