



## STANDARD ADMINISTRATIVE PROCEDURE

### 08.01.01.M0.02 Pregnancy and Parenting Rights, Accommodations and Resources for Students

*Approved January 12, 2024*

*Next Scheduled Review: January 12, 2029*

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#### Reason for SAP

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Title IX of the Education Amendments of 1972 (Title IX), 20 U. S. C. 1681 *et seq.* is a Federal civil rights law that prohibits discrimination on the basis of sex -- including pregnancy and parental status -- in educational programs and activities. All public and private schools, school districts, colleges, and universities receiving any Federal funds must comply with Title IX. This procedure explains pregnancy and parenting rights, how to request accommodations, and the resources available to students at Texas A&M University (TAMU) in all locations, Texas A&M University at Galveston (TAMUG) and Texas A&M University at Qatar (TAMUQ).

This SAP applies to students. Employees should request pregnancy accommodations through the SAP 08.01.02.M0.01, *Reasonable Accommodation Requests under the ADA and Other State and Federal Laws*.

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#### Definitions

Pregnancy and related conditions – health conditions including but not limited to childbirth, false pregnancy, miscarriage, termination of pregnancy, conditions arising in connections with pregnancy, and recovering from any of these conditions.

Pregnancy adjustments –Temporary alterations to the classroom environment to allow for student needs due to pregnancy or a pregnancy-related condition such as sitting closer to the door for better access to the bathroom, allowed to have food or drinks in classroom, different desk or chair, bathroom breaks, and temporary access to elevators.

Pregnancy accommodations –Alteration or changes to an academic policy, procedure, or practice due to pregnancy or a pregnancy-related condition. Examples of reasonable accommodations can be found in Texas Education Code, Sec. 51.982, *Protections for Pregnant and Parenting Students*.

Parenting student- current or incoming student at Texas A&M University who is the parent or legal guardian of a child younger than 18 years of age.

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## **Procedures and Responsibilities**

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### **1. Procedure**

- 1.1 This procedure provides for the protection and equitable treatment of students who are pregnant or have pregnancy-related conditions. This procedure applies to all aspects of University programs, including but not limited to, admissions, educational programs and activities, and extracurricular activities.
- 1.2 Discrimination against students on the basis of pregnancy or parenting status is prohibited.
- 1.3 Pregnant students may request reasonable adjustments and accommodations for their pregnancy and pregnancy related conditions. The procedure for requesting an adjustment or accommodation is outlined in Sections 3.
- 1.4 As required by Texas Education Code §51.982(e) a pregnant or parenting student will be allowed to take a leave of absence, and if in good academic standing at the time of the leave of absence, will be allowed to return to the student's degree or certificate program in good academic standing without being required to reapply for admission.

### **2. How to Request Pregnancy and Parenting Accommodations/Adjustments**

- 2.1 Students at TAMU & TAMUG - to request pregnancy accommodations or adjustments, please contact accommodation coordinators Julie Kuder or Samantha Brunner at [TIX.Pregnancy@tamu.edu](mailto:TIX.Pregnancy@tamu.edu). If you are a student at the School of Law, please contact Allison Pawlowski at [apawlowski@tamu.edu](mailto:apawlowski@tamu.edu).
- 2.2 Students at TAMUQ – to request pregnancy accommodations or adjustments, please contact Miguel Angel Trevino at [Miguel.trevino@qatar.tamu.edu](mailto:Miguel.trevino@qatar.tamu.edu) or Sabina Uzakova at [sabina.uzakova@qatar.tamu.edu](mailto:sabina.uzakova@qatar.tamu.edu).

### **3. Pregnancy Accommodation Request and Approval Process**

- 3.1 Students must submit requests for pregnancy accommodation/adjustments to those listed in Section 2 of the SAP. The following documentation will be needed to support the request:
  - Student's request for accommodation/adjustment, either verbal or written

- Written documentation from a medical provider which includes due date, date released to return to school, and any other case specific information requested by an accommodation coordinator or the Title IX Office.
- 3.2 Interactive process – the student and accommodations coordinator will engage in discussions regarding accommodations and limitations due to pregnancy or related conditions to determine what reasonable adjustments and accommodations are needed for each class.
- 3.3 Assessment of accommodation request – a pregnancy accommodations agreement explaining proposed accommodations will be drafted and sent to the student and professor(s) for review and comments.
- 3.4 Determination of accommodations and notice:
  - 3.4.1 If accommodations are approved by the Title IX Office, the approved pregnancy accommodations agreement will become effective, and a copy of the agreement will be sent to the student and professors to follow.
  - 3.4.2 Requests for accommodations/adjustments may be denied under some circumstances, including but not limited to the following:
    - 3.4.2.1 The requested accommodation poses an undue hardship on the operations of the University;
    - 3.4.2.2 The requested accommodation would eliminate or change the learning objectives of the class;
    - 3.4.2.2 The student is not responsive to requests for information needed to finalize the accommodation;
    - 3.4.2.3 the requested accommodation is not supported by the medical documentation; and/or
    - 3.4.2.4 the requested accommodation is illegal.
- 4. Lactation Spaces
  - 4.1 For a list of lactation spaces available on-campus, see <https://titleix.tamu.edu/title-ix-and-pregnancy-students/lactation-spaces/>.
  - 4.2 For a list of lactation spaces available at remote locations, see <https://titleix.tamu.edu/lactation-spaces-remote-locations/>.
- 5. Parenting and Pregnancy resources
  - 5.1 Students on the College Station/Bryan campus only

- 5.1.1 [Women's Support Services](#) offers personalized case management to help pregnant and parenting students navigate college life. Information about food resources for pregnancy students and dependents may also be available. Contact *Women's Support Services* at [studentlife@tamu.edu](mailto:studentlife@tamu.edu).
- 5.1.2 Nurse Family Partnership (NFP) is a free service for women who enroll before their 28<sup>th</sup> week of pregnancy. Specially trained registered nurses support first-time mothers through regularly scheduled home visits during pregnancy and continuing through the child's second birthday. Information can be found at <https://nursing.tamu.edu/research/cpp/poemcf/nfp.html#divider-panel-1>.
- 5.2 Students at remote locations
  - 5.2.1 [Women's Support Services](#) on main campus can consult with a staff member at the student's location to help find local resources.
- 5.3 TAMU at Galveston
  - 5.3.1 Coastal Health and Wellness offers low-cost medical care at <http://www.fsc-galveston.org/>.
  - 5.3.2 Local mental health resources can be found at <https://www.tamug.edu/Counsel/Resources/MentalHealthResources.html>.
- 6. Report Discrimination
  - 6.1 Regardless of your location, students who experience or observe discrimination or harassment based on a protected class including but not limited to pregnancy and parenting are encouraged to make a report to Jennifer Smith, the Associate Vice President and Title IX Coordinator in person, by calling 979-458-8407, by email at [civilrights@tamu.edu](mailto:civilrights@tamu.edu) or by visiting <https://titleix.tamu.edu/report/>.

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## Related Policies, Regulations, Rules or Resources

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Texas Education Code Section 51.9357, *Designation of Liaison Officer to Assist Certain Students who are Parent; Report*

Texas Education Code Section 51.982, *Protections for Pregnant and Parenting Students*

[Texas A&M System Regulation 08.01.01, Civil Rights Compliance](#)

**Contact Office**

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Associate Vice President & Title IX Coordinator  
Civil Rights & Equity Investigations  
979-458-8407