

Know Your Rights:

Pregnant or Parenting? Title IX Protects You From Discrimination at School

It 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 financial assistance are covered by Title IX.

- x Allow you to choose whether you want to participate in special instructional programs or classes for pregnant students. You can participate if you want to, but your school cannot pressure you to do so. The alternative program must provide the same types of academic, extracurricular, and athletic opportunities as the regular program.
- o Allow you to participate in classes and extracurricular activities even though you are pregnant unless the school can show that participation would be physically or emotionally harmful to you or your child. Schools must provide you with reasonable adjustments, like a larger desk, elevator access, or allowing you to make frequent bathroom breaks.
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Harassment your school MUST:

- o Protect you from harassment based on sex, including harassment because of pregnancy or related conditions. Comments that could constitute prohibited harassment include making sexual comments or jokes about your pregnancy, calling you sexually charged names, spreading rumors about your sexual activity, and making sexual propositions or gestures if the comments are

Policies and Procedures your school MUST

- o Have and distribute a policy against sex discrimination. It is recommended that the policy make clear that prohibited sex discrimination covers discrimination against pregnant and parenting students.
- o Adopt and publish grievance procedures for students to file complaints of sex discrimination, including discrimination related to pregnancy or parental status
- o Identify at least one employee in the school or school district to carry out its responsibilities under Title IX (sometimes called Title IX Coordinator) and notify all students and employees of the name, title, and contact information of its Title IX Coordinator. These responsibilities include overseeing complaints of discrimination against pregnant and parenting students.

Helpful Tips for Pregnant and Parenting Students

- o Ask your school for help meet with Title IX Coordinator or counselor regarding what your school can do to support you in continuing your education
- o Keep notes about your pregnancy-related absences, any instances of harassment and your interactions with school officials about your pregnancy, and immediately report problems to your school.

