

## Example Situations

The following are situations which, depending on the particular circumstances, may be considered discrimination:

- 1 Tonette is an undergraduate student whose due date was expected to be after the quarter ended. Her pregnancy has been more difficult than expected and she has worked hard to keep up with her classes. Two weeks before the end of the quarter, her healthcare provider recommended that she be confined to bed rest due to complications with her pregnancy. When she asked her professors whether she could create a plan to complete her coursework, they all told her that her only choice was to take Incompletes.
- 2 Rebecca's pregnancy has been normal, but, late in her pregnancy, her healthcare provider cautioned that she should avoid heavy lifting and working around certain hazardous chemicals during the clinical practicum for her degree program. When she asked her instructor whether any adjustments could be made, she was told it wasn't possible, even though he had announced to the class that students with disabilities who may require reasonable accommodation for the practicum could seek assistance from the Disability Resources for Students office.
- 3 Seiko learned she was pregnant just as she was completing her undergraduate degree. She had already been accepted to the Master's program within her department. Realizing that she would need some support and help with planning, she sought the advice of her advisor. When she shared she was pregnant, her advisor encouraged her to withdraw and then re-apply the following year, explaining that it was unlikely that the department could adjust around her pregnancy and all the childcare needs that come along with a newborn.

## You Can Do It!

Stay in school and meet your education and career goals. The University of Washington supports pregnant students, who are entitled to equal access to our educational programs. Review the Resources section for the University office that can assist you with any of the following issues:

- **Staying in school and attending regular classes**
- **Fully participating in University programming and activities during pregnancy**
- **Creating a plan to progress toward your degree even with an absence due to childbirth**
- **Coordinating your healthcare provider's recommendations with academic requirements**
- **Accessing services similar to those provided to other students who have temporary medical conditions**
- **Maintaining your eligibility to participate in academic and extracurricular programs and activities**



FOR  
**PREGNANT**  
STUDENTS

UNIVERSITY *of*  
WASHINGTON  
SEATTLE

## Start Here

Depending on your situation, you may be entitled to accommodations under Title IX and/or the Americans with Disabilities Act. Pregnant students are offered services and accommodations similar to those offered to other students who have a temporary medical condition. If you experience complications or other medical conditions related to your pregnancy, you can seek accommodations through those same offices.

If you are a pregnant student, you can make an appointment with the appropriate disability service office (see below) to develop a plan around your pregnancy. You will be assigned a staff person who will work with you to create a “Faculty Notification Letter for Temporary Academic Adjustments” which you can provide to faculty to coordinate any approved academic adjustments.

The staff will work with you to identify and coordinate reasonable academic adjustments and accommodations on an individual basis and where they do not pose an undue hardship.

## University Policy

The University of Washington seeks to treat all students equally regardless of their actual or potential parental, family or marital status. Schools that receive federal funds must not discriminate against students on the basis of sex, including a student’s pregnancy, childbirth, false pregnancy, termination or recovery therefrom.

The University of Washington, as an institution established and maintained by the people of the state, is committed to providing equality of opportunity and an environment that fosters respect for all members of the University community. This policy has the goal of promoting an environment that is free of discrimination, harassment, and retaliation.

University policy prohibits discrimination or harassment against a member of the University community on the basis of sex or disability. It also prohibits retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation (from Executive Order No. 31).

## Concerns?

The following offices are available to respond to, investigate and resolve complaints:

### **Title IX Coordinator**

Reviews concerns relating to Title IX compliance and provides consultation for programs, departments, schools and colleges.

[Titleix@uw.edu](mailto:Titleix@uw.edu)

PH: 206-221-7932, TTY: 206-543-6452

[f2.washington.edu/treasury/riskmgmt/compliance](https://f2.washington.edu/treasury/riskmgmt/compliance)

### **University Complaint Investigation Resolution Office (UCIRO)**

For complaints concerning the conduct of University employees, including faculty and Teaching Assistants  
Roosevelt Commons

4311 11th Ave. N.E., Suite 630

PH: 206-616-2028

[f2.washington.edu/treasury/riskmgmt/UCIRO](https://f2.washington.edu/treasury/riskmgmt/UCIRO)

### **U.S. Office of Civil Rights, Seattle Office**

909 First Avenue, Suite 400

PH: 1-800-669-4000

[ed.gov/ocr/complaintprocess.html](https://ed.gov/ocr/complaintprocess.html)

### **For Matriculated Pregnant Students:**

Disability Resources for Students

011 Mary Gates Hall

PH: 206-543-8924

TTY: 206-543-8925

[disability.uw.edu](https://disability.uw.edu)

### **For Non-Matriculated Pregnant Students:**

Disability Services Office

Condon Hall, Suite 836

PH: 206-543-6450

TTY: 206-543-6452

[washington.edu/admin/dso/](https://washington.edu/admin/dso/)

### **Other Resources:**

Health and Wellness

109 Elm Hall

PH: 206-543-6085

[livewell.uw.edu](https://livewell.uw.edu)

Student Parent Resource Center

180 Schmitz Hall

PH: 206-543-1041

[studentparent.uw.edu](https://studentparent.uw.edu)

Childcare at UW

[washington.edu/admin/hr/benefits/worklife/childcare/index.html](https://washington.edu/admin/hr/benefits/worklife/childcare/index.html)

Counseling Center, 401 Schmitz Hall

PH: 206-543-1240

[washington.edu/counseling](https://washington.edu/counseling)

Women’s Center, Cunningham Hall

PH: 206-685-1090

[depts.washington.edu/womenctr/](https://depts.washington.edu/womenctr/)

(includes information on lactation stations)

Hall Health Center

PH: 206-685-1011

[depts.washington.edu/hhpccweb/](https://depts.washington.edu/hhpccweb/)

Environmental Health & Safety

[ehs.washington.edu/](https://ehs.washington.edu/)

(see Research and Occupational Safety)

# RESOURCES

For TTY, use your preferred relay service

**Title IX** of the Education Amendments of 1972 is a Federal civil rights law that **prohibits discrimination on the basis of sex** — including pregnancy — in educational programs and activities.