



Pregnancy & Parenting Title IX Rights & Resources

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs or activities. *This prohibition includes discrimination or harassment based on pregnancy or parenting status.* Howard University is committed to creating an inclusive and accessible learning and working environment for pregnant and parenting students, faculty, and staff. Individuals may request reasonable accommodations based on pregnancy, childbirth, a pregnancy-related condition or complication, or parental status. Individuals who believe they have experienced discrimination or harassment based on pregnancy or parenting status, including being unfairly denied a reasonable accommodation or subjected to derogatory comments or treatment, may make a report to the Title IX Office.

How do I request an accommodation?

Note: You are not required to inform faculty, staff, or any member of the administration of your pregnancy or parenting status, *unless you are seeking accommodations.*

Requests for accommodations (also referred to as *adjustments* or *supportive measures*) related to pregnancy, childbirth, or parenting can be directed to The Title IX Office.

Email: TitleIX@howard.edu | Phone: 202-806-2550

Address: Johnson Administration Building | 2400 6th Street NW, Suite G06 | Washington, DC 20059

A student experiencing a *chronic medical condition* related to pregnancy or a *pregnancy-related complication*, can request accommodations from the Office of Student Services (OSS).

Email: oss.disabilityservices@howard.edu | Phone: 202-238-2420 | TTD Services: 202-238-2425

Address: Undergraduate Library | 500 Howard Place NW, Sublevel 1, Room L013 | Washington, DC 20059

The OSS [Student Request for Accommodations Form](#) is available on the Office of Student Services website at <https://studentaffairs.howard.edu/about/departments/office-student-services>.

What kinds of accommodations/adjustments may I request?

Specific accommodations will be handled on a case-by-case basis and may vary from person to person, depending on medical need and academic or work requirements. Some examples of pregnancy/parenting accommodations include, but are not limited to:

- A larger desk
- Breaks during class, as needed
- Permitting temporary access to elevators
- Rescheduling tests or exams
- Excusing absences due to pregnancy or a related condition
- Submitting work after a deadline missed due to pregnancy or childbirth
- Providing alternatives to make up missed work, including class participation credits, where applicable
- Allowing excused absences for parenting students (including mothers *and* fathers, and parents of all gender identities) who need to take care of their sick children or take their children to doctors' appointments.

What if my approved accommodations are not provided?

If you believe that your approved accommodations have not been provided, you are encouraged to contact the office responsible for *implementing* your approved accommodations (i.e., professor, academic department, supervisor, or Human Resources) and make an appointment to discuss your concerns.

How do I report discrimination or harassment based on pregnancy or parenting?

If you believe that you have been discriminated against or harassed based on pregnancy or parental status, *including being unfairly denied reasonable accommodations*; prohibited from participating in classes or extracurricular activities; or subjected to sexual comments or jokes about your pregnancy, sexually charged name-calling, rumors spread about your sexual activity, or unwelcome sexual propositions or gestures, contact the Title IX Office. You may submit a report using the [Online Reporting Form](#), available on the Title IX Office website at titleix.howard.edu, or call or email the Title IX Office.