

# Accommodations for Pregnant Students and Students Who Have Recently Given Birth

Effective Date: July 1, 2025

Contact: [Office of Equal Opportunity](#)

## Introduction

Iowa State University is committed to providing a supportive and non-discriminatory environment for all students who are pregnant or have recently given birth. This policy outlines the rights, responsibilities, and reasonable accommodations available to pregnant students or those who have recently given birth within our university community.

### Definitions:

**Reasonable Accommodations:** Based on an individual assessment and the specific situation, may include but are not limited to taking additional health and safety measures, rescheduling tests and assignment due dates, allowing leaves of absence, and excusing medically necessary absences due to pregnancy or pregnancy related conditions. The University provides students with reasonable accommodations for pregnancy or related conditions in a timely manner unless providing the accommodation would fundamentally alter the essential nature of the education program or activity.

## Policy

Iowa State is committed to providing access to its programs and classrooms to all students based on pregnancy or related conditions consistent with its obligations under Title IX and State of Iowa law, which prohibit discrimination based on pregnancy or related conditions. The University provides students with reasonable accommodations in accordance with these laws. Iowa State University will not require a student to take a leave of absence, withdraw from a program, or limit participation in academic activities solely due to pregnancy, childbirth, or a pregnancy related condition. ISU will make reasonable accommodations to allow pregnant students or those who have recently given birth to complete their courses or research activities. Information regarding this policy will be prominently posted on campus, including on University websites and at Thielen Student Health Center to ensure students are informed of their rights.

Reasonable accommodations may include based on an individual assessment and specific circumstances, but are not limited to:

**Examinations and Degree Completion:** allowing students who are pregnant or have recently given birth additional, reasonable periods of time to take examinations and complete degrees, consistent with institutional policies and mutually agreed upon by the student and the institution.

**Leave of Absence:** allowing students to take a leave of absence for a reasonable period of time, consistent with institutional policies and mutually agreed upon by the student and the institution. Students will be allowed to return to their programs with the same standing as when they left.

### Student Support:

ISU has assigned responsibility for pregnancy and parenting support to Students Accessibility Services (SAS). Students should contact SAS to discuss the process for requesting accommodations or if they have any questions about the process. SAS is available to consult with the student and relevant faculty and staff and may conduct an individualized assessment to determine what accommodations are reasonable. A document setting forth the approved accommodations is provided to the student.

### **Student Accessibility Services**

*(This Office provides assistance in navigating processes and procedures at the university, and helps administer support and resources to students)*

1060 Hixson Lied Student Success Center

Tel. 515-294-7220

Email: [accessibility@iastate.edu](mailto:accessibility@iastate.edu)

Website: <https://sas.dso.iastate.edu/contact-us>

## **Reporting Resources:**

The **Office of Equal Opportunity (OEO)** has the primary responsibility for administering this policy; as well as overseeing the response, investigation, and resolution of reports of discrimination and harassment on the basis of pregnancy, pregnancy related conditions and childbirth. As such, reports and concerns of discrimination and harassment should be directed to OEO. Individuals can make a report and/or seek guidance from OEO in person, by telephone, or by email at:

### **Office of Equal Opportunity (OEO)**

*(Coordinates the university's comprehensive response to reports of discrimination, harassment, and retaliation on the basis of Protected Status)*

2680 Beardshear Hall

Telephone: 515-294-7612

Email: [eooffice@mail.iastate.edu](mailto:eooffice@mail.iastate.edu)

Website: <http://www.eoc.iastate.edu/>

Additionally, OEO will be responsible for collecting and maintaining all reports of discrimination and harassment based on pregnancy, pregnancy related conditions and childbirth. Additionally, this office will provide training on the policy to faculty, staff, and students.

It is a violation of university policy to punish or retaliate against a qualifying individual for requesting or using a reasonable accommodation, or for reporting or opposing unlawful discrimination, or for participating in a discrimination-related investigation. If you have questions or concerns about retaliation, contact OEO.

### **Additional resources for students who are pregnant or have recently given birth include:**

#### **Office of Child Care and Family Services**

*(Provides support for the families of our university community by providing referrals to quality early childhood services, programs, information, and resources needed to fulfill their professional, academic, and personal responsibilities)*

Iowa State University

1010 Family Resource Center

2623 Bruner Drive

Ames, IA 50010-9189

Telephone: 515-294-3149

Email: [ccfamily@iastate.edu](mailto:ccfamily@iastate.edu)

Website: <https://childcare.hr.iastate.edu/parenting-student-resource-hub>