



I. 14.2.5 Student Pregnancy and Parenting Nondiscrimination Policy

Chapter 14 - Student Policies and Procedures	Original Effective Date: December 2023
Section: 14.2 Other Student Policies	Date Last Reviewed: August 2024
Responsible Entity: Vice President for Academic, Faculty, and Student Affairs	Date Last Revised: August 2024

II. Purpose

UT Health San Antonio (the University) is committed to maintaining a learning environment that is free from discrimination of pregnant or parenting students in accordance with the Texas Education Code, Section 51.982 and other applicable laws, such as Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex (including pregnancy discrimination) in education programs or activities; Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of a disability (including disabilities based on temporary medical conditions from pregnancy); and Title II of the Americans with Disabilities Act of 1990 (ADA), which prohibits discrimination against individuals with disabilities in public schools such as institutions of higher education.

III. Scope

This Policy applies to all University administrators, faculty, staff, students, third parties within the University's control, and applicants for admission.

IV. Policy

- A. Prohibited Conduct: Discriminating against pregnant and parenting students is prohibited under this Policy. The University may not require a pregnant or parenting student, solely because of the student's status as a pregnant or parenting student or due to issues related to the student's pregnancy or parenting, to:
1. Take a leave of absence or withdraw from the student's degree or certificate program;
 2. Limit the student's studies;
 3. Participate in an alternative program;
 4. Change the student's major, degree, or certification program; or
 5. Refrain from joining or cease participating in any course, activity, or program at the institution.

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- B. Potential violations of this Policy will be processed in accordance with Institutional Handbook of Operating Policies (IHOP), 4.2.2, Title IX Sexual Harassment/Sexual Misconduct Policy and are subject to potential disciplinary action. Reasonable accommodations will be provided as may be deemed appropriate.

Retaliation against pregnant or parenting students for engaging in protected activity is also prohibited and subject to disciplinary action, in accordance with IHOP 2.5.2, Protection from Retaliation for Reporting Suspected Wrongdoing.

For more information and reporting options, including filing a discrimination or retaliation complaint, visit <https://wp.uthscsa.edu/title-ix/>.

C. Reasonable Accommodations for Pregnant Students

1. Reasonable Accommodations. The University will offer reasonable accommodations related to a student's pregnancy, pregnancy-related conditions, or childbirth, in accordance with state and federal laws and regulations. Accommodation requests are voluntary and involve an individualized, interactive process where both the institution and the student engage in a good faith discussion based on the student's specific needs with the goal of identifying reasonable options for accommodations. Accommodations that constitute undue hardship, fundamentally alter the essential program requirement, or conflict with federal law or accreditation standards are not reasonable accommodations.

Reasonable accommodations for pregnant students may include but are not limited to:

- a. Excused absences with the availability to make up missed assignments or coursework;
 - b. Reasonable time to make up or complete any assignments or assessments missed due to such an excused absence;
 - c. Allowing the student to maintain a safe distance from substances, areas, and activities known to be hazardous to pregnant students or unborn children;
 - d. Access to instructional materials and video recordings of lectures (if available) for classes due to excused absences due to pregnancy or pregnancy-related conditions (applied in the same manner as any other student with excused absences); and
 - e. Any other accommodations deemed reasonable, based on the student's individual needs.
2. Documentation Required. Documentation may be required for reasonable accommodations under this Policy. However, a doctor's certification that an excused absence related to a student's pregnancy, pregnancy-related conditions, or childbirth is "medically necessary" is not required under this Policy.
3. Contact Information. To request an accommodation, contact:

Title IX Coordinator: Juliette Montemayor
Address: 7703 Floyd Curl Drive, ALTC B106, San Antonio, Texas 78229
Email: TitleIX@uthscsa.edu

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Phone: 210-450-8131

D. Leave of Absence for Pregnant and Parenting Students

1. **Leave of Absence.** The University will allow pregnant and parenting students to take a leave of absence, as defined in this Policy, for a reasonable duration depending on the circumstances, and at a minimum one term or semester without a showing of medical need. In addition, if the pregnant or parenting student is in good academic standing at the time of the leave of absence, the student may return to the same degree or certificate program in good academic standing without being required to reapply for admission. The University will allow the student to return to the same degree or certification program at the same academic status held when the leave of absence began so long as the program still exists at the University and the program still meets accreditation standards.
2. **Documentation Required.** Documentation may be required for a leave of absence request under this Policy, if the leave of absence is longer than one term or semester. The University may request documentation to verify the student's status as a pregnant or parenting student.
3. **Contact Information.** To apply for a leave of absence, contact:

Title IX Coordinator: Juliette Montemayor
Address: 7703 Floyd Curl Drive, ALTC B106, San Antonio, Texas 78229
Email: TitleIX@uthscsa.edu
Phone: 210-450-8131

E. Confidentiality

The University will maintain the confidentiality of student records and documentation to the extent possible under state and federal law.

F. Additional Parenting Student Services

1. **Early Registration.** Parenting students are eligible for early registration for courses to the extent others have access to early registration of those same courses. For more information, contact:

Office of the University Registrar
Address: 7703 Floyd Curl Drive, Mail Code 7702, San Antonio, Texas 78229
Email: registrars@uthscsa.edu
Phone: 210-567-2621

2. **Parenting Student Liaison.** Current and incoming parenting students have access to a University Parenting Student Liaison, who provides parenting students information regarding support services and other available resources. For more information, contact:

Title IX Coordinator: Juliette Montemayor
Address: 7703 Floyd Curl Drive, ALTC B106, San Antonio, Texas 78229

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V. Definitions

When used in this document, the following words have the meaning set forth below unless a different meaning is required by context.

Leave of Absence - a period of time when a student is not enrolled in classes but is eligible to reenroll in the future. A leave of absence, for the purpose of this Policy, is also known as an academic withdrawal.

Parenting Discrimination - occurs when an individual is treated less favorably on the basis of that person's parental status.

Parenting Student - a student who is the parent or legal guardian of a child under 18 years of age.¹

Pregnancy Discrimination - occurs when an individual is treated less favorably on the basis of that person's pregnancy or pregnancy-related condition. Pregnancy discrimination is a form of sex discrimination.

Pregnancy or Pregnancy-Related Condition -

- i. Pregnancy, childbirth, miscarriage, or lactation;
- ii. Medical conditions related to pregnancy, childbirth, pregnancy complications, miscarriage, lactation, or any other conditions directly related to being pregnant;
- iii. Recovery from pregnancy, childbirth, lactation, or their related medical conditions directly related to pregnancy or the effects thereof.

Pregnant Student - A student who has a pregnancy or pregnancy-related condition status.

Student - Students or learners whether already enrolled or accepted for admission or readmission to the University.

VI. Related References

Legal references used in formulating this Policy include:

[Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688 and its implementing regulations, 34 C.F.R. Part 106](#)

[Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794](#)

[Americans with Disabilities Act \(ADA\) of 1990 and 2008 amendments, 42 U.S.C. § 12101 et seq.](#)

¹ As defined in Tex. Edu. Code. 51.982

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[Americans with Disabilities Act Title II Regulations](#)

[FERPA Regulations, 34 C.F.R. Part 99](#)

[Texas Education Code, Chapter 51, Subchapter Z: Protections for Pregnant and Parenting Students §51.982](#)

[Texas Education Code, Chapter 51, Subchapter Z: Early Registration for Parenting Students §51.983](#)

[Texas Education Code, Chapter 51, Subchapter Z: Designation for Liaison Officer to Assist Students Who are Parents; Report §51.9357](#)

Texas Administrative Code, Title 19, Part 1, Chapter 4, Subchapter X: Parenting and Pregnant Students §4.370-4.376

Institutional Handbook of Operating Policies

[4.2.2 Sexual Misconduct Policy](#)

[4.2.3 Requests for Accommodations Under the ADA and the ADA Amendments Act of 2008 \(ADAA\)](#)

[4.2.1 Nondiscrimination Policy and Complaint Procedure](#)

[2.5.2 Protection from Retaliation for Reporting Suspected Wrongdoing](#)

VII. Review and Approval History

The approving authority of this policy is the University Executive Committee.

Effective Date	Action Taken	Approved By	Approved Date
12/2023	Policy Origination	Executive Committee	12/18/2023
08/2024	Policy Revision	Executive Committee	08/13/2024