



Procedure 1B.1.3 Access and Modifications for Pregnant and Parenting Students

Part 1. Purpose

Minnesota State is committed to ensuring its programs, services, and activities are accessible to students who may be pregnant, experiencing a pregnancy-related condition, or parenting a child under the age of 18. Minnesota State recognizes that students experiencing the aforementioned may need modifications or adjustments to have equitable opportunities to participate in, or benefit from, programs, services, and activities.

Part 2. Application

This procedure and its related protections apply to all students, regardless of sex, sexual orientation, or gender identity or gender expression.

Part 3. Definitions

Familial Status

A student who has custody or is the designated parent, guardian, or caregiver of one or more children under the age of 18. The protections afforded against discrimination on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who is under the age of 18.

Marital Status

The status of a student as single, married, remarried, divorced, separated, or a surviving spouse.

Parenting Student

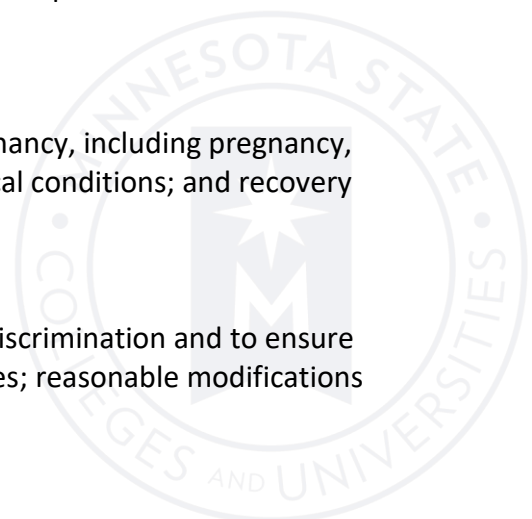
A student who is the parent or legal guardian of or can claim as a dependent a child under the age of 18.

Pregnancy and Related Conditions

The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.

Reasonable Modifications

Individualized modifications that are necessary to prevent sex discrimination and to ensure equitable access to college and university programs and activities; reasonable modifications



do not fundamentally alter any education program or activity. Individualized modifications may include modifications to the Minnesota State rules, policies, or practices.

Student Parent Navigators

Each college and university shall designate at least one employee to act as a student parent navigator who provides information regarding support services and other resources available to students on campus and in the local community.

Part 4. Access and Modifications for Pregnant and Parenting Students

As indicated in Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education, Minnesota State does not discriminate in its education programs or activities against any applicant for admission, student, applicant for student employment, or student employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX) and State of Minnesota statutes. Minnesota State prohibits the adoption or implementation of any policy, practice, or procedure which treats an applicant for admission or student differently on the basis of current, potential, or past parental, familial, or marital status. This procedure and its related protections apply to all students, regardless of sex, sexual orientation, gender identity, or gender expression.

Part 5. Information Sharing Requirements

If a student self-discloses pregnancy or related condition to a Minnesota State employee who is advising, supporting, or working with the student, the employee is encouraged to provide the student with the Title IX coordinator's or designee's contact information and communicate that the Title IX coordinator can help take specific actions to prevent discrimination and ensure equitable access to the Minnesota State education program and activity.

Upon notification of a student's pregnancy, related condition or status as a parenting student, the college or university Title IX coordinator or designee will contact the student and inform the student of the Minnesota State obligations to:

- Prohibit sex discrimination
- Provide reasonable modifications
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity that may be available
- Allow a voluntary leave of absence
- Ensure lactation space availability
- Maintain a resolution process for alleged discrimination
- Treat pregnancy as comparable to other temporary medical conditions
- Provide a fact sheet with legal rights and available resources
- Provide contact information for the parenting student navigator
- Provide information about early registration processes, if applicable

The Title IX coordinator or designee will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation.

Part 6. Reasonable Modifications for Students

Students who are pregnant or are experiencing pregnancy-related conditions are entitled to reasonable modifications to prevent sex discrimination and ensure equitable access to Minnesota State education programs and activities. Any student seeking reasonable modifications must contact the Title IX coordinator, deputy Title IX coordinator or designee to discuss appropriate and available reasonable modifications based on their individual needs. Students are encouraged to request reasonable modifications as promptly as reasonably possible; some modifications may be provided retroactively. Modifications that result in a fundamental alteration in the nature of a service, program, or activity, or an undue financial or administrative burden, will not be provided. Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide the reasonable modification.

Reasonable modifications will be identified and implemented through an interactive process between the college or university and the individual seeking the modification(s). Reasonable modifications may include, but are not limited to, the following:

- Breaks during class to express breast milk, breastfeed/chestfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Excused absences for pregnancy related conditions
- Access to online education when available
- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- Early and/or extended access to course materials
- Allowing a student to sit or stand
- Allowing a student to carry or keep water nearby, or to eat or drink in class
- Permission to leave class suddenly
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- Alternative testing site
- Extended test time
- Limited exposure to chemicals
- Limited lifting requirements
- A larger uniform or other required clothing or equipment (for those provided by the college or university)
- Allowing the student continued access to campus housing or health insurance coverage
- Other changes to policies, practices, or procedures determined by the Title IX coordinator

When possible, Minnesota State colleges and universities will work with students whose pregnancy or pregnancy-related conditions impact clinical rotations, performances, labs, group work, or similar aspects of their educational experience. This may include devising an alternative path to completion. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient to permit consideration of shifting course order, substituting similar courses, or joining a subsequent cohort when returning from leave.

Students are encouraged to work with their faculty members and Minnesota State college and university support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX coordinator, deputy Title IX coordinator, or designee will assist with plan development and implementation as needed, and will serve as the final decision-maker. Each college/university shall provide information to students regarding the process for reasonable modifications. Students are not required to use or access any modification provided.

Supporting documentation for reasonable modifications will only be required when it is necessary and reasonable under the circumstances to determine which reasonable modifications to offer to determine other specific actions to take to ensure equitable access.

Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX coordinator will consult with and/or refer the accessibility or disability resources staff at the college or university to ensure the student receives reasonable accommodations for their disability as required by law.

Part 7. Certification to Participate

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student is not required to provide health care provider (or other) certification that the student is physically able to participate in the program or activity, unless:

- The certified level of physical ability or health is necessary for participation;
- The college or university requires such certification of all students participating; and
- The information obtained is not used as a basis for pregnancy-related discrimination.

Part 8. Lactation Space Access

Each college and university shall provide access to dedicated lactation spaces that are functional, appropriate, and safe for the sole purpose of providing clean, private, and secure spaces to express milk. The lactation space must:

- be in reasonably close proximity to the work or class areas and environments where large gatherings occur;
- be a room and space other than a bathroom or toilet stall;

- be shielded from view;
- be secure and free from intrusion from employees, students, and the public;
- include access to an electrical outlet;
- be clean, safe, and free of hazardous materials;
- be accessible to those with disabilities or physical limitations;
- include a place to sit and a flat surface to place personal items;
- include access to a sink with running water within 100 feet of the space; and
- include access to information regarding pregnant and parenting student protections.

Lactation spaces and any procedure for accessing such spaces must be identified by each institution, including providing a location indicator on a printed or electronically available map. Each campus shall have a minimum of 2 spaces. Additional spaces must be provided based on campuses with more than 2,500 employees and students and in response to space utilization needs and requests. Every institution is encouraged to consider additional spaces when planning for renovation or new construction and upon request.

Part 9. Absences: Excused and Leaves

Excused absences are time away from course meetings during the term or semester within which the student is currently enrolled in. Based on the number of absences during the term, the student shall work with the faculty member(s) and Title IX coordinator or designee to discuss a reasonable timeline for expected course completion based on the student's time away from the course, which may include "incompletes."

In order to initiate a leave of absence, the student shall contact the Title IX coordinator or designee at least 30 calendar days prior to the initiation of leave, or as soon as practicable. The coordinator will assist the student in completing any necessary paperwork.

A leave of absence is available to parenting students and students due to pregnancy or related conditions, adoption, or placement of a child. A leave of absence is considered not enrolling in one semester or more with plans to return within two academic years. A leave of absence allows for a break in continuous enrollment and, if in good standing, a return to the degree program at a later date without going through a re-entry process if within the two academic year timeframe. Students must not be required to take a leave of absence; it is a voluntary decision made by the student. In addition, colleges and universities shall not limit a student's choice in studies or academic programs on the basis of pregnancy or parenting status. Students may not know the exact dates of when they will need leave, or for how long, until they have actually given birth. No notice or very short notice is acceptable when there are extenuating circumstances.

To the extent possible, Minnesota State will take reasonable steps to ensure that students who take a leave of absence return to the same position of academic progress that they were in when they took leave, including access to the same or an equivalent course catalog that was in

place when the leave began. Students may be required to take a new course due to factors outside of the control of the college or university.

Continuation of students' scholarships, fellowships, or similar Minnesota State-sponsored funding during the leave term will depend on student registration status and the policies of the funding program regarding registration status. To the extent possible, students will not be negatively impacted by or forfeit their future eligibility for their scholarship, fellowship, or similar college or university-supported funding by exercising their rights under this procedure.

The Title IX coordinator or designee will advocate for students with respect to financial aid agencies and external scholarship providers in the event that a leave of absence places eligibility into question.

Part 10. Student Parents

A parenting student or student with familial status, regardless of marital status, who wants to remain engaged in their coursework while adjusting their academic responsibilities because of the birth or adoption of a child, placement of a foster child, recent event requiring medical attention for a child under the age of 18, or extraordinary caretaking or parenting responsibilities shall work directly with their advisor, faculty, or the Title IX coordinator or designee.

Students seeking a period of modified academic responsibilities may consult with their academic advisor or with the Title IX coordinator or designee to determine appropriate academic modification requests. The Title IX coordinator or designee will communicate all requests under this procedure to students' academic advisors and coordinate efforts with the advisors unless the student specifically requests that their advisors be excluded.

Students are encouraged to work with their advisors and faculty members to reschedule course assignments, lab hours, examinations, or other requirements and/or to reduce their overall course load as appropriate.

If, for any reason, parenting students are not able to work with their advisors or faculty members to obtain appropriate modifications, students should alert the Title IX coordinator or designee as soon as possible, and the office will evaluate and facilitate modifications.

In timed degree, certification, or credentialing programs, students who seek modifications upon the birth or placement of their child will be allowed an extension of up to six months to prepare for and take preliminary and qualifying examinations, and an extension of up to six months toward normative time to degree while in candidacy, to the extent those deadlines are controlled by the college or university. Longer extensions may be granted in extenuating circumstances.

Parenting students can request modified academic responsibilities under this procedure regardless of whether they elect to take a leave of absence.

Part 11. College and University Housing

A pregnant student's on-campus housing status will not be altered based on pregnancy status unless requested by the student. Dependents and children are not permitted to reside in college or university on-campus housing with a parenting student. Students' access to housing is governed by the contract(s) entered into with the individual housing department. The student parent navigator may assist with the contract release process for on-campus housing, and the navigator may assist parenting students seeking off-campus housing.

Part 12. Procedure Dissemination and Training

Each college and university shall provide annual training and disseminate information about the protections and rights for pregnant and parenting students consistent with this procedure. The information provided must:

- (1) include the contact information of the Title IX coordinator or designee who is the designated point of contact for a student requesting each protection or modification under this section. Contact information must include the Title IX coordinator's or designee's name, phone number, email, and office;
- (2) include the contact information for the student parent navigator and provide information about the working relationship between this role and the Title IX coordinator. Contact information must include the navigator's name, phone number, email, and office;
- (3) be posted in an easily accessible, straightforward format on the college or university's website; and
- (4) be made available annually to faculty, staff, and employees of the college or university.

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Date of Implementation: 06/23/25
Date of Last Review:

Date and Subject of Amendments:

No Additional HISTORY.