

WHEN AN EMPLOYEE IS INFORMED ABOUT A STUDENT'S PREGNANCY:

- Must provide the student with the contact information for the Title IX Coordinator.
- Must inform the student about their rights related to Pregnancy & Pregnancy-Related Conditions.

Scan the QR Code for more information on Pregnancy and Pregnancy-Related Conditions under CMU's Discrimination & Sexual Misconduct Policy.

PREGNANCY QR



LACTATION QR



Scan the QR Code for more information on Lactation Support, Lactation Rooms on Campus, and other helpful information.

Title IX & Pregnancy



Carnegie Mellon University
Office for Institutional Equity
and Title IX

(412) 268-7125
institutionalequity@cmu.edu

What Are "Pregnancy Related Conditions?"

- ✓ **Pregnancy and Childbirth**
- ✓ **Related Medical Conditions**
- ✓ **Recovery**
- ✓ **Partner of a Pregnant Person**

PREGNANT STUDENTS OR THOSE WITH RELATED CONDITIONS ARE ENTITLED TO:

REASONABLE ADJUSTMENTS:

- Changes to policies or procedures to address their needs.

VOLUNTARY LEAVE:

- The option to take a leave of absence.

PRIVATE LACTATION SPACE:

- A clean and private space for breastfeeding and/or pumping milk.

PREGNANCY NON-DISCRIMINATION POLICIES

1. EQUAL TREATMENT FOR PREGNANCY:

- Pregnancy and related conditions are treated the same as any other temporary medical condition in admissions decisions.

2. PARENTAL STATUS NON-DISCRIMINATION:

- No policies or actions will treat individuals differently based on sex concerning parental status.

3. PROTECTION AGAINST PREGNANCY DISCRIMINATION:

- No discrimination based on current, potential, or past pregnancy or related conditions in employment or admission decisions.

4. NO PREGNANCY-RELATED EMPLOYMENT BIAS:

- Employment decisions will not be influenced by pregnancy or pregnancy related conditions.