



MANAGER MINUTE

DEC 18, 2024

PREGNANT & PARENTING STUDENT
NONDISCRIMINATION

ISSUE 12

Protections for pregnant and parenting students enrolled in public institutions of higher education.

Institutional Policy [HOOP 232, Pregnant & Parenting Student Nondiscrimination](#).

KEY PROVISIONS FOR PREGNANT STUDENTS:

- Provides protection from discrimination
- Provides mechanism to request leave
- Establishes provisions for requesting accommodations
 - Accommodations that are related to the health and safety of their pregnancy
 - Allowed excused absences for pregnancy with ability to make up missed assignments and assessments
 - Coordinated through 504 Coordinator & the University Relations and Equal Opportunity UREO Office (UREO)
 - Only able to verify the pregnancy status of the student
 - Pregnancy related accommodations may be granted retroactively during a current semester
 - Fundamental alteration of a program must be evaluated with the assistance of the UREO office.

KEY PROVISIONS FOR PARENTING STUDENTS:

- Provides protection from discrimination
- Provides mechanism to request leave

DOS AND DON'TS

Do allow pregnant and parenting students to take a leave of absence and return in good standing without being required to reapply for admission.

Do excuse the student's absence.

Do allow the student to make up missed assignments and assessments.

Do allow the student additional time to complete assignments in the same manner as the institution allows for a student with a temporary medical condition.

Don't require certification documentation beyond verification of pregnancy.

CONTACTS

Section 504 Coordinators:

<https://www.uth.edu/hoop/section-504-coordinators.htm>

University Relations & Equal Opportunity
[Student Accommodations](#)
[Discrimination & Harassment Reporting](#)

CALL@uth.tmc.edu
713-500-CALL (2255)