

SECTION 156.2

PREGNANCY AND RELATED CONDITIONS

SOURCE: NDSU President

1. Pregnancy and related conditions – NDSU will not discriminate in its education programs or activities against any student or employee based on the student's or employee's current, potential, or past pregnancy or related conditions including pregnancy, childbirth, termination or loss of pregnancy, or lactation. A student or employee may, based on pregnancy or related conditions, voluntarily participate in a separate portion of NDSU's education program or activity that is comparable to that offered to students or employees who are not pregnant and do not have related conditions. Pregnancy or related conditions means 1) pregnancy, childbirth, termination or loss of pregnancy, or lactation; 2) medical conditions related to pregnancy, childbirth, termination or loss of pregnancy, or lactation; or 3) recovery from pregnancy, childbirth, termination or loss of pregnancy, or lactation.
2. Responsibility to provide Title IX Coordinator contact and other information
 - 2.1 When a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student's pregnancy or related conditions, the employee shall promptly refer that person to the Title IX Coordinator https://www.ndsu.edu/equity/about/title_ix/
 - 2.2 The Title IX Coordinator will coordinate the following actions to ensure equal access to NDSU's education program or activity once the student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions:
 - a. The Title IX Coordinator shall inform the student, and if applicable, the person who notified the Title IX Coordinator of the student's pregnancy or related conditions and has a legal right to act on behalf of the student, of NDSU's obligations under this policy and provide NDSU's notice of nondiscrimination.
 - 2.3 Reasonable modifications/accommodations
 - a. NDSU will make reasonable modifications/accommodations to policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to NDSU's education program or activity. Each reasonable modification/accommodation shall be based on the student's or employee's individualized needs. In determining what modifications/accommodations are required, NDSU will consult with the student or employee. A modification/accommodation that would fundamentally alter the nature of NDSU's education program or activity is not a reasonable modification/accommodation.
 - b. The student or employee has discretion to accept or decline each reasonable modification/accommodation offered by NDSU.
 - c. Reasonable modifications/accommodations may include but are not limited to breaks during class to express breast milk, breastfeed, or attend to health needs

associated with pregnancy or related conditions, including eating, drinking, or using the restroom; intermittent absences to attend medical appointments; access to online or homebound education; changes in schedule or course sequences; extensions of time for coursework and rescheduling of tests and examinations; allowing a student or employee to sit or stand, or carry or keep water nearby; counseling; changes in physical space or supplies; elevator access; or other changes to policies, practices, or procedures.

- d. Modifications/accommodations for students will be processed through the Center for Accessibility and Disability Resources
<https://www.ndsu.edu/disabilityservices/>. Modifications/accommodations for employees will be processed through Human Resources
<https://www.ndsu.edu/hr/>.
- e. Applicants for employment requesting modifications/accommodations during the interview and hiring process should contact Human Resources for assistance.
<https://www.ndsu.edu/hr/>.

- 2.4 NDSU will allow a student to voluntarily take a leave of absence to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a student qualifies for leave under a leave policy that allows a greater period of time than the medically necessary period, the student may take voluntary leave under that policy instead if the student so chooses. When the student returns, they will be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began. Please visit [Policy 162: Sexual and Gender-Based Harassment and Sexual Misconduct](#), Section 12.3, and [Policy 333: Class Attendance](#) for additional information.
- 2.5 NDSU will ensure that the student or employee can access a lactation space, which will be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student or employee for expressing breast milk or breastfeeding as needed. https://www.ndsu.edu/equity/resources/pregnancy_lactation
Please also visit [Policy 134.2: Lactation](#).
- 2.6 NDSU will not require supporting documentation unless the documentation is necessary and reasonable to determine the reasonable modifications/accommodations to make or whether to take additional specific actions.
- 2.7 NDSU will not require a student or employee who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student or employee is physically able to participate in a class, program, or extracurricular activity unless:
 - a. The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
 - b. NDSU requires such certification of all students and employees participating in the class, program, or extracurricular activity; and
 - c. The information obtained is not used as a basis for discrimination.

2.8 For questions regarding this policy, please contact the Equal Opportunity and Title IX Compliance Office at <https://www.ndu.edu/equity/>, 701-231-7708, or by visiting NDSU Main Campus, Old Main, Room 201.

HISTORY:

New May 20, 2025