



Office of Title IX

2025-2026

Title IX Rights

**Pregnancy and Related
Conditions Policy for Students**

Be seen. Be heard.

2025-2026

Pregnancy and Related Conditions Policy for Students

LAST REVISED: August 2025

THIS POLICY MANUAL SEEKS TO COMBINE AND IMPLEMENT THE LEGAL, REGULATORY, AND POLICY REQUIREMENTS REGARDING PREGNANT AND PARENTING STUDENTS CONTAINED WITHIN:

- a. Title IX of the Education Amendments Act of 1972
- b. Minot State University NDUS Human Resource Policy; Family (FMLA) Leave; Section 20,21,22, SBHE 607.4
- c. Minot State University Residence Hall and Apartment Community Handbook

NON-DISCRIMINATION STATEMENT

Minot State University ("MSU") does not engage in discrimination or harassment against any person because of race, color, religion or creed, sex, gender, gender identity, pregnancy, national or ethnic origin, disability, age, ancestry, marital status, sexual orientation, veteran status, political beliefs or affiliations, or information protected by the Genetic Information Nondiscrimination Act ("GINA"); and complies with all federal and state non-discrimination, equal opportunity and affirmative action laws and regulations, including remaining compliant and consistent with the Civil Rights Act, the Americans with Disabilities Act, the Rehabilitation Act of 1973, and Title IX of the Education Amendments of 1972. This policy on non-discrimination applies to admissions, enrollment, scholarships, loan programs, participation in University activities, employment, and access to participation in, and treatment in all University programs and activities.

MSU prohibits retaliation against any individual or group who exercises its rights or responsibilities protected under the provisions of state law, federal law and/or MSU policy. Employees or students who violate this policy may face disciplinary action up to and including separation from the University. Third parties who commit discrimination or harassment may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

Questions, comments, or complaints regarding sexual discrimination or sexual harassment may be directed to the Title IX Office. All other forms of discrimination (e.g. racial) or harassment may be directed to the Vice President for Student Affairs or the Director of Human Resources, as appropriate. Complaints may also be filed with the U.S. Department of Education, Office for Civil Rights.

Lisa Dooley, Ed.D.
Title IX Coordinator
Memorial Hall, 4th Floor, Room
412 500 University Ave W.
Minot, ND 58707
701-858-3447
lisa.dooley@minotstateu.edu

Kevin Harmon
Vice President, Student Affairs
Administration Bldg., 1st Floor
500 University Ave W.
Minot, ND 58707
701-858-3410
kevin.harmon@minotstateu.edu

Sara Abrahamson
Director, Human Resources / EEO/AA 500 University
Ave W
Minot, ND 58707
701-858-4610
hr@minotstateu.edu

The Office for Civil Rights/Chicago
U.S. Department of Education
John C. Kluczynski Federal Building
230 South Dearborn Street, 37th Floor, Chicago, IL
60604
Telephone: (312) 730-1560, FAX: (312) 730-1576,
TDD: (800) 877-8339, email: OCR.Chicago@ed.gov,
website: ed.gov/ocr

1. Definitions

- **Familial Status.** The configuration of one's family or one's role in a family.
- **Marital Status.** The state of being married or unmarried.
- **Parental Status.** The status of a person who, with respect to another person who is under the age of 18; is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- **Pregnancy and Related Conditions.** Pregnancy, childbirth, false pregnancy, medical conditions related thereto, or recovery therefrom.
- **Reasonable Modifications.** Individualized modifications to the University's policies, practices, or procedures to prevent discrimination on the basis of pregnancy or a related condition and that do not fundamentally alter the University's education program or activity.

2. Information Sharing Requirements

Any University employee who becomes aware of a student's pregnancy or related condition is encouraged to provide the student with the Title IX Coordinator's contact information and explain that the Coordinator can help take specific actions to prevent discrimination and ensure equal access to the University's education program and activity.

Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will contact the student and inform the student of the University's obligations to prohibit sex discrimination on the basis of pregnancy or related conditions. Additionally, the Title IX Coordinator will inform the student of the University's ability to:

- Provide Reasonable Modifications
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity
- Allow a voluntary leave of absence while minimizing any related penalties
- Allow continued participation in all programs and activities, including athletics
- Ensure lactation space availability

When a student is experiencing pregnancy-related conditions, the Title IX Coordinator will notify the student that the University will treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes. The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

3. Reasonable Modifications

Students who are pregnant or are experiencing related conditions may request Reasonable Modifications to ensure equal access to the University's education program and activity and to prevent sex discrimination. Any student seeking Reasonable Modifications must contact the Title IX Coordinator to discuss appropriate and available Reasonable Modifications based on the pregnant student's individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible. Retroactive modifications may be available in limited circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the Reasonable Modifications offered. Not all Reasonable Modifications are appropriate for all contexts.

Reasonable Modifications may include:

- 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 education, where available
- Changes in schedule or course sequence, where available
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- A larger uniform or other required clothing or equipment
- Other reasonable changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as clinical rotations, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave. The Title IX Coordinator will work with students, their faculty members, and the University's 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.

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 or to determine specific actions to take to ensure equal access.

Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to implement the Reasonable Modification.

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 may refer a student experiencing pregnancy-related conditions to Access Services to ensure the student receives reasonable accommodations for their temporary disability as required by law.

Kelli Sem, Access Services Coordinator

701-858-3372

access.services@minotstateu.edu

4. 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 may not be required to provide healthcare provider or other certification that the student is physically able to participate in the program or activity, unless:

- 1) The certified level of physical ability or health is necessary for participation;

- 2) The institution requires such certification of all students participating; and
- 3) The information obtained is not used as a basis for pregnancy-related discrimination.

5. Lactation Space Access

The University provides students and employees with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others. Restrooms will not be designated as appropriate lactation spaces.

Lactation spaces are located in the following locations:

- Atrium of the Student Center

6. Enrollment Pause

Students are permitted to take a voluntary enrollment pause for a reasonable time as deemed medically necessary by their healthcare provider because of pregnancy and/or the birth, adoption, or placement of a child. The enrollment pause may be extended in the case of extenuating circumstances or medical necessity.

To the extent possible, University will take reasonable steps to ensure that students who take a voluntary enrollment pause or medical leave return to the same position of academic progress that they were in when they took leave, without financial penalty, including access to the same or an equivalent course catalog that was in place when the leave began.

Continuation of students' scholarships, fellowships, or similar University-sponsored funding during the leave term will depend on student registration status and the policies of the funding program regarding registration status.

The Title IX Office can and 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.

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

7. Student Parents

Students with child caretaking/parenting responsibilities who wish to remain engaged in their coursework while adjusting their academic responsibilities because of the birth, adoption, or placement of a child may request an academic modification period. Extensions may be granted when additional time is required by medical necessity or extraordinary caretaking/parenting responsibilities.

During the modification period, the student's academic requirements will be adjusted and deadlines postponed as appropriate, in collaboration with the Title IX Office, the student's academic advisor, and the appropriate academic department(s).

Students seeking a period of modified academic responsibilities may consult with their academic advisor or with the Title IX Office to determine appropriate academic adjustment requests. The Title IX Office will communicate all requests under this policy to students' academic advisors and coordinate adjustment-related 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, once authorization is received from the Title IX Office.

If, for any reason, caretaking/parenting students are not able to work with their advisors/faculty members to obtain appropriate modifications, students should alert the Title IX Office as soon as possible, and the office will help facilitate needed accommodations and modifications.

Students can request modified academic responsibilities under this policy regardless of whether they elect to take a leave of absence. While receiving academic modifications, students will remain registered and retain benefits accordingly.

8. Housing

A pregnant student's University housing status will not be altered based on pregnancy status unless requested by the student. Parenting students' access to housing is governed by Residence Life Policies.

9. Policy Dissemination and Training

A copy of this policy will be made available to faculty and employees and posted on the University website. The University will alert all new students about this policy and the location of this policy as part of orientation. The Title IX Office will make educational materials available to all members of the University community to promote compliance with this policy and familiarity with its procedures.

10. Complaints

Students who wish to make a complaint regarding discrimination, harassment, or retaliation on the basis of current, potential, or past pregnancy or related conditions may do so by submitting an online complaint form https://cm.maxient.com/reportingform.php?MinotStateUniv&layout_id=40 or contacting the Title IX Coordinator directly.

Dr. Lisa Dooley

Title IX Coordinator | Office of Title IX
& Student Conduct

MINOT STATE UNIVERSITY

500 University Avenue West

Minot, ND 58707

701-858-3447 | MinotStateU.edu

11. Revisions

This policy and procedures will be reviewed and updated at a minimum annually by the Title IX Coordinator (or designee). Procedures may also vary with notice (on the institutional web site with appropriate date of effect identified) upon determining that changes to law or regulation require policy or procedural alterations not reflected in this policy and procedure. Procedures in effect at the time of the resolution will apply to resolution of incidents, regardless of when the incident occurred. Policy in effect at the time of the offense reported will apply even if the policy is changed subsequently but prior to resolution, unless the parties consent to be bound by the current policy. If government regulations change in a way that impacts this policy, this policy will be construed to comply with regulations in their most recent form.



OFFICE OF TITLE IX

500 University Ave W., Minot, ND 58707 (701)
858-3447

[Email: lisa.dooley@minotstateu.edu](mailto:lisa.dooley@minotstateu.edu)

Web: <https://www.minotstateu.edu/title9/index.shtml>