

Pregnancy, Parenthood and Lactation Resources

<i>For Students</i>	<i>For Employees</i>
<p>For academic support, students should contact their individual faculty members regarding any course-specific modifications that may be needed. If additional assistance is needed, students may contact the <u>Dean of Students office</u>.</p>	<p>For employment support, employees should contact their individual managers regarding employment-specific modifications that may be needed. If additional assistance is needed, employees may contact their <u>school/unit HR representative</u>.</p>
<p>On Campus Resources</p> <ul style="list-style-type: none"> • <u>Student Health Services</u> - Offers pregnancy testing and prenatal vitamins are available. • <u>University Counseling Services</u> - Supports students who have any concerns related to pregnancy or parenting issues. This may include but not limited to managing the demands of parenting while in school, mental health concerns while pregnant, or dealing any anxiety related to pregnancy or parenting. • <u>Ram Pantry</u> - Assists students who are experiencing food insecurity. 	<p>Human Resources</p> <ul style="list-style-type: none"> • <u>Family Resources</u> - Provides comprehensive information about general family resources. • <u>Adding to the Family</u> - This guide is intended to serve as a resource for VCU faculty and staff who are adding children to their families.
<p>Off Campus Resources</p> <ul style="list-style-type: none"> • <u>VCU Health Parenting Resource Connection</u> • <u>Urban Baby Beginnings</u> • <u>Capital Diaper Bank</u> • <u>Virginia Statewide Parent Education Coalition</u> • <u>Planned Parenthood</u> 	<p>Community Resources</p> <ul style="list-style-type: none"> • <u>VCU Health Parenting Resource Connection</u> • <u>Urban Baby Beginnings</u> • <u>Capital Diaper Bank</u> • <u>Virginia Statewide Parent Education Coalition</u> • <u>Planned Parenthood</u>
<p>Leave <u>Medical Leave of Absence</u> - Students can contact the Dean of Students office for assistance with the Medical Leave of Absence policy. The Dean of Students office can be reached at <u>vcudean@vcu.edu</u> or (804) 828-8940 (MPC) or (804) 828-0525.</p>	<p>Leave <u>VCU Parental Leave</u> - Provides comprehensive information about leave options based on employee type.</p>
<p><u>Student Lactation FAQs</u></p>	<p><u>Employee Lactation FAQs</u></p>
<p><u>Student Lactation Rooms</u></p>	<p><u>Employee Lactation Rooms</u></p>

Title IX and Pregnancy	Title VII and the Pregnancy Discrimination Act
<p>Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Title IX regulation also prohibits a school from applying any rule related to a student’s parental, family, or marital status that treats students differently based on their sex. Under Title IX, it is illegal for schools to exclude a pregnant student from participating in any part of an educational program.</p> <p>The Department of Education’s Office for Civil Rights’ pamphlet entitled <u><i>Supporting the Academic Success of Pregnant and Parenting Students Under Title IX of the Education Amendments of 1972 (PDF)</i></u> includes strategies that can be used to address the educational needs of students who become pregnant or have children. Although this pamphlet focuses on secondary schools, the legal principles apply to all recipients of federal financial assistance, including post-secondary institutions.</p> <p>The Department of Education’s Office for Civil Rights has additional information regarding pregnancy in this pamphlet, entitled <u><i>Discrimination Based on Pregnancy and Related Conditions: A Resource for Students and Schools.</i></u></p>	<p>In addition to Title IX, Title VII of the Civil Rights Act of 1964 (Title VII) prohibits employment discrimination based on race, color, religion, sex, or national origin. The Pregnancy Discrimination Act (PDA) amended Title VII in 1978 and prohibits employers from discriminating against employees on the basis of pregnancy, childbirth, or related medical conditions. Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII.</p> <p>If you believe you’ve experienced discrimination because of your pregnancy, please report your concerns using the <u><i>Discrimination Incident Reporting Form.</i></u></p> <p>If you are having trouble accessing a Lactation Room, please report your concerns using the <u><i>Campus Accessibility Concern Form.</i></u></p> <p>Related Policies</p> <ul style="list-style-type: none"> • <u><i>VCU Notice of Nondiscrimination, equal opportunity and affirmative action</i></u> • <u><i>Preventing and Responding to Discrimination Policy</i></u> • <u><i>VCU’s Lactation Policy</i></u>

Scan to access the Parenthood and Lactation Resources webpage, which includes all links referenced on this sheet.

