



Pregnancy, Childbirth, and Pregnancy-Related Conditions for Students and Employees # 1705.025

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
September 11, 2025	February 12, 2026	Office of Civil Rights (OCR)

POLICY STATEMENT

Consistent with federal law, including Title IX of the Education Amendments of 1972, the Pregnancy Discrimination Act of 1978 (which amended Title VII of the Civil Rights Act of 1964), and the Pregnant Workers Fairness Act, FIU prohibits discrimination on the basis of sex, which includes pregnancy, childbirth, termination of pregnancy, recovery, other pregnancy-related conditions, and parental status, in all of its educational programs, activities, and employment practices. FIU also provides reasonable modifications to qualified employees and employment candidates when such modifications do not impose an undue hardship or fundamentally alter a course or academic program

In furtherance of this commitment, FIU will provide reasonable modifications to students, qualified employees, and employment candidates for pregnancy, childbirth, and other pregnancy-related conditions, absent undue hardship to the University or a fundamental alteration of a course or program.

It is unlawful and a violation of this University policy to deny employment or educational opportunity or take adverse action against an individual on the basis of pregnancy, childbirth, or other pregnancy-related conditions, provided the qualified employee or employment candidate can perform the essential functions of their position, with or without reasonable modifications. Retaliation or adverse action against employees or students because they have requested or are using a reasonable modification is also prohibited.

Regulations FIU-105 and FIU-106 expressly prohibit discrimination based on sex, including pregnancy, childbirth, other pregnancy-related conditions, or parental status in the University’s programs, activities, and workplace, and establish procedures for submitting and investigating complaints. Report violations of Regulations FIU-105 and FIU-106 to report.fiu.edu.

Employee and Students Requesting Modifications

Students, employees, and employment candidates may request reasonable modifications due to temporary limitations resulting from pregnancy, childbirth, or related medical conditions. The modification and documentation required (if applicable) to review and administer a modification may vary based on the circumstances. Reasonable modifications may include academic modifications and flexibility (such as breaks during class, excused absences, rescheduling of tests, extensions of deadlines, and alternatives to make up missed work); leaves of absence or changes in work schedules; changes to housing; or other forms of reasonable modifications. Individuals requesting reasonable modifications should begin by completing the appropriate "[Request for Pregnancy Modification Form](#)".

For assistance or questions about the reasonable modifications process, please contact the Office of Civil Rights (OCR) at (305) 348-2785 or ocr@fiu.edu. As part of this process, OCR may request and review medical documentation supporting the requested modification. While some modifications are relatively straightforward, others may require further information during the review process. Please note that as part of OCR's assessment, OCR will likely contact faculty (for students) or supervisors (for employees) to discuss the requested modifications and ensure they are reasonable. Modifications may only be implemented if they do not pose undue hardship or, in the case of student academic modifications, fundamentally alter the course(s) impacted by the proposed modification.

Students

Requests for modification related to pregnancy, childbirth, or other pregnancy-related conditions should be filed with the OCR. Some requests may be reviewed under applicable disability accommodations processes, pursuant to the Americans with Disabilities Act (ADA).

Employees and Employment Candidates

Requests for modification related to pregnancy, childbirth, or other pregnancy-related conditions should be filed with OCR. OCR is responsible for administering the review process for modification requests. Some requests may also be reviewed under applicable disability accommodation processes, pursuant to the Americans with Disabilities Act (ADA).

FIU provides reasonable modifications for qualified employees and employment candidates because of parenting, pregnancy, childbirth, or other pregnancy-related conditions on an individualized and voluntary basis, depending on the employee's or employment candidate's needs, when necessary to prevent discrimination and ensure equal access. Employees who are pregnant or expect to become new parents are encouraged to notify their supervisors so they can collaborate on a plan to continue to work. However, the decision to declare pregnancy or parental status is voluntary, and an employee is not required to disclose this information to the University.



Student Employees

Student employees are unique, and the decision to declare a pregnancy or parental status is voluntary; a student employee is not required to disclose this information to the University. (Student employees will be directed through the process on a case-by-case basis and to the extent they request.)

Reporting Violations

Employees who violate this policy may be subject to discipline for violating this policy, Regulations FIU-105 and/or FIU-106. Failure to provide reasonable modification for a student, employee, or employment candidate who has demonstrated that they are affected by pregnancy, childbirth, or other pregnancy-related conditions (or concerns related to parenting students, employees, or employment candidates) may be considered discrimination on the basis of sex and a violation of this policy, Regulations FIU-105 and/or FIU-106.

Additionally, students, employees, or employment candidates who report experiencing discrimination, harassment, and or retaliation because of pregnancy, childbirth, or other pregnancy-related conditions (or concerns related to parenting students) are encouraged to report such instances to <https://report.fiu.edu>.

Privacy

In addition to the requirements under the Family Educational Rights and Privacy Act of 1974 (FERPA), employees will regard all information associated with pregnancy, childbirth, other pregnancy-related matters, and requests for modifications related to parenting as confidential under the law. They will not disclose this information to anyone unless there is a legitimate business or academic reason to know (which includes information necessary to carry out any reasonable modification under this policy).

SCOPE

This policy applies to all University operations, including all academic, educational, employment, extracurricular, athletic, and other programs or activities. Students, employees, student employees, and employment candidates (consistent with the policy procedures set forth for employees) affected by pregnancy, childbirth, or other pregnancy-related conditions and seeking or receiving modifications related to their education and/or employment, including leaves of absence, may seek assistance under this policy. Qualified parenting students, including adoptive and foster parents, stepparents, and legal guardians, who seek modifications related to their education may also be eligible for assistance under this policy.

REASON FOR POLICY

FIU students and employees have the right to be free from discrimination because of pregnancy and pregnancy-related conditions, including but not limited to the need to express breast milk

for a nursing child. The University will reasonably accommodate students and employees for pregnancy and pregnancy-related conditions, absent an undue hardship for the University. It is unlawful and a violation of University policy to deny educational opportunities or take adverse action against an individual because of pregnancy or a condition related to pregnancy. Adverse action against students or employees who request or use reasonable modifications is likewise prohibited.

DEFINITIONS	
TERM	DEFINITIONS
Employment candidate	An individual who has formally applied for a posted employment position at the University meets the minimum qualifications.
Known Limitation	Physical or mental condition related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions that an employee or employee’s representative has communicated to FIU.
Qualified Employee or Employment Candidates	An employee or applicant who, with or without reasonable modification, can perform the essential functions of the employment position, except that an employee or applicant shall be considered qualified if: a. any inability to perform an essential function is for a temporary period; b. the essential function could be performed in the near future; and c. the inability to perform the essential functions can be reasonably accommodated.
Modifications	Modification of the educational program or activities made for a student experiencing pregnancy or related conditions to provide access to the educational programs and opportunities available at FIU.
Parental status	The status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is: (1) A biological parent; (2) An adoptive parent; (3) A foster parent; (4) A stepparent; (5) A legal custodian or guardian; (6) Someone who is acting in the role of a parent; or (7) Actively seeking legal custody, guardianship, visitation, or adoption of such a person.
Pregnancy, childbirth, and other pregnancy-related conditions	Include (but are not limited to) pregnancy, childbirth, miscarriage, termination of pregnancy, lactation, conditions arising in connection with pregnancy, and recovery from any of these conditions in accordance with federal law. Throughout this

	policy, the phrase “pregnancy, childbirth, and pregnancy-related conditions” encompasses all conditions listed above, which are non-exhaustive.
Pregnancy Discrimination	Treating an individual affected by Pregnancy or a Pregnancy-Related Condition less favorably than similar individuals not so affected includes a failure to provide legally mandated leave or modifications.
Reasonable Modification	Changes or adjustments to the work or educational environment, or to the way tasks, responsibilities, or requirements are typically carried out, that enable a qualified student, employee, or employment candidate affected by pregnancy, childbirth, or related conditions to have equal access to educational programs, activities, or employment opportunities.
Undue Hardship	Significant difficulty or expense. Any academic modification, adjustment/auxiliary aid, or service resulting in a significant financial or administrative burden or expense constitutes an undue hardship and is not considered a Reasonable Modification. Factors to consider in determining whether there is an undue hardship include 1) the overall size of the program or activity concerning the number of employees, number and type of facilities, and size of budget; 2) the type of operation, including the composition and structure of the workforce; and 3) the nature and cost of the modification needed.

ROLES AND RESPONSIBILITIES

ADA and Accessibility Coordinator – The ADA and Accessibility Coordinator is responsible for managing the reasonable accommodation process, evaluating requests, determining whether they can be granted, and notifying the individuals making the requests.

Faculty members – Full-time faculty and adjunct faculty, as well as graduate teaching assistants, are responsible for delivering instruction, facilitating learning, and supervising academic work within the University.

Office of Civil Rights (OCR) – OCR is responsible for administering this policy, overseeing the applicable procedures, and coordinating the provision and implementation of reasonable modifications for pregnant and postpartum students, employees, or employment candidates.

Supervisor- The Supervisor is responsible for recognizing a modification request related to an employee’s pregnancy, childbirth, or pregnancy-related condition.



Title IX Coordinator – The Title IX Coordinator is responsible for developing policies related to sexual harassment and sexual misconduct and ensuring compliance with Title IX and relevant federal and state regulations.

RELATED RESOURCES

- [FIU-106 Nondiscrimination, Harassment, and Retaliation \(Title VII\)](#)
- [FIU-105: Sexual Harassment \(Title IX\) and Sexual Misconduct](#)
- [1710.145 FMLA, Parental, and Medical Leave](#)
- [1705.022 Reasonable Accommodations for Faculty, Staff, and Employment Candidates](#)
- [300.014 Substitution or Modification Accommodations for Students with Disabilities](#)
- [Pregnant Workers Fairness Act](#)
- [Title IX](#)
- [Americans with Disabilities Act \(ADA\)](#)
- [PUMP for Nursing Mothers Act \(“PUMP Act”\)](#)
- [Lactation Rooms](#)

CONTACTS

Office of Civil Rights (OCR)
Director of Civil Rights
11200 SW 8th Street, Primera Casa (PC) 220
Miami, FL 33199
(305) 348-2785
ocr@fiu.edu

HISTORY

Initial Effective Date: September 11, 2025

Review Dates (*review performed, no updates*): n/a

Revision Dates (*updates made to document*): September 11, 2025; November 14, 2025; January 6, 2026 (updated contact information only); February 12, 2026 (update to unit names).



**Pregnancy, Childbirth, and Pregnancy-Related Conditions for
Faculty and Staff # 1705.025a**

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
September 11, 2025	February 12, 2026	Office of Civil Rights (OCR)

PROCEDURE STATEMENT

Florida International University (FIU) is committed to fostering an accessible and inclusive environment for pregnant and parenting employees (including faculty, employees, and employment candidates) This document outlines the rights and procedures for requesting reasonable modifications in compliance with federal and state laws, including Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), The Pregnant Workers Fairness Act, Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act, and applicable state statutes.

Pregnant and parenting employees and employment candidates have the right to be free from discrimination based on pregnancy, childbirth, and related conditions, including lactation. FIU will provide reasonable modifications unless doing so would impose an undue hardship or fundamentally alter the nature of a program or activity. Adverse actions against employees for requesting or using this process are strictly prohibited.

Requests for reasonable modification related to pregnancy, childbirth, or pregnancy-related conditions should be filed with the Office of Civil Rights (OCR). This office is responsible for administering the review process for reasonable modification requests. Some requests may also be reviewed under applicable disability accommodations processes pursuant to the Americans with Disabilities Act (ADA).

Confidentiality

Any records or information obtained by the University as part of the modification process that reflect the diagnosis, evaluation, or treatment of an employee’s medical condition are kept confidential. Such records will be shared only with those University employees who need to know and will not be released except as required by law.

Retaliation Prohibited

Retaliation is expressly prohibited, and the University will take responsive action on any report of retaliation, which may include, but is not limited to, interim action and investigation consistent with the process. No University employee shall retaliate against any person because they initiated or were reasonably involved in the process outlined in this policy. Any attempt



to penalize anyone involved in the process outlined in this policy through any form of retaliation shall be treated as a separate allegation of discrimination and covered by FIU Regulation 106: Nondiscrimination, Harassment, and Retaliation.

Reasonable Modifications Requests

Reasonable modifications vary based on individual circumstances but may include work schedule and location flexibility, lactation breaks, parking modifications, extended break times, or job assignment extensions. Individuals requesting a reasonable modification should begin by completing the appropriate “Request for Pregnancy Modification Form”:

- [Request for Pregnancy Modification Form](#)

Once the OCR receives a “Request for Pregnancy Modification” form, the following steps will be followed:

- i. **Outreach to Employee.** Upon notification to OCR that an employee is seeking a modification based on pregnancy, childbirth, or pregnancy-related conditions, OCR will contact the employee and provide them with information regarding their rights, available resources, a full explanation of the modification process and its requirements, and an offer to schedule a meeting.
- ii. **Healthcare Provider Documentation.** Employees may request documentation from a healthcare provider (e.g., general practitioner, therapist, doula, midwife, etc.) to establish medical necessities related to pregnancy, childbirth, or pregnancy-related conditions. Once sufficient medical documentation is received and the employee’s request(s) thoroughly discussed, the OCR Specialist will determine reasonable modifications. Any records or information obtained by the University as part of the modification process that reflect the diagnosis, evaluation, or treatment of an employee’s or employment candidate’s medical condition are kept confidential. Such records will be shared only with those University employees who need to know and will not be released except as required by law.
- iii. **Individualized and Interactive Process.** Reasonable modifications are evaluated on a case-by-case basis and will vary depending on the specific circumstances. The employee’s preferences will be considered when assessing reasonable modifications or alternatives. Still, the OCR Specialist makes the ultimate determination regarding the type of modification, if any. To aid its assessment, OCR will endeavor to gather information from any department or employee involved in implementing a modification and may include other employees in the interactive process.
- iv. **Informal Discussion and Request for Reconsideration.** Modifications deemed reasonable by OCR must be implemented unless doing so imposes an undue

hardship or fundamentally alters the nature of the program or activity. If an employee has information not previously considered during the interactive process, they may submit a request for reconsideration to ocr@fiu.edu. The OCR Specialist will seek to resolve the issue, gathering additional information as needed, and may meet individually or in a group with those involved to find a resolution ultimately.

- v. **Employee Modifications may include, but are not limited to:**
- **Lactation Facilities:** Employees are permitted to take breaks for lactation and pumping. Lactation spaces on campus can be found [here](#).
 - **Flexible Scheduling:** Supervisors are asked to adjust work hours to accommodate medical appointments or manage fatigue, offer additional breaks for rest, hydration, or restroom needs.
 - **Parking:** Modifications may be made to park on campus to reduce physical strain.
 - **Modified Duties:** If the employee's usual duties pose risks to health or safety, strenuous tasks may be reassigned or heavy lifting reduced to ensure safety, or alternative duties or responsibilities may be offered.
 - **Modified Work Options:** Modified work arrangements, especially during high-risk pregnancies or recovery periods.
 - **Reduced Travel Requirements:** Limit or modify travel expectations to reduce stress and physical demands.
 - **Modified Uniforms or Dress Codes:** Allow maternity clothing or adjust dress code requirements to accommodate physical changes.
- vi. Request for Pregnancy Modification Form - When a modification is granted, the OCR Specialist will provide the employee and the supervisor with a "Determination of Pregnancy Modification" letter. Employees and employment candidates should also maintain proactive communication with supervisors to ensure the successful implementation of approved modifications. Supervisors are responsible for maintaining confidentiality and implementing approved modifications outlined in the form. Any questions regarding the "Determination of Pregnancy Modification", the modification process, or the implementation of modifications should be directed to the OCR Specialist immediately.

Supervisors' Responsibilities

All employee requests for modifications should be documented and directed to OCR, and the employee must be directed to complete the appropriate "Request for Pregnancy Modification Form".

Medical Information

Do not keep or maintain medical records in departmental files. If documents containing medical information are received, immediately forward them to OCR. Do not ask employees for personal medical information or their condition; the focus should be on the requested modification. Employees are not required to disclose medical information to their supervisor.



However, if an employee chooses to disclose such information, advise them that it will be kept confidential and redirect them to the appropriate resource if they have questions about modification procedures or policies.

Violations

Failure to comply with this policy may result in disciplinary action. Employees who experience prohibited discrimination or retaliation for engaging in a protected activity can report incidents to:

Emmanuele A. Bowles, Ed.D., C.A.A.P
Interim Title IX Coordinator
Assistant Vice President, Human Resources,
Office of Civil Rights
Division of Human Resources
11200 S.W. 8th Street PC 224
P: (305) 348-6088
Email: archange@fiu.edu

Reports may also be submitted by visiting report.fiu.edu and including as many details as possible. Submitted reports may be completed anonymously.



**Pregnancy, Childbirth, and Pregnancy-Related Conditions
for Students #1705.025b**

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
September 11, 2025	February 12, 2026	Office of Civil Rights (OCR)

PROCEDURE STATEMENT

Florida International University (FIU) is committed to fostering an accessible and inclusive environment for pregnant and parenting students. This policy outlines the rights and procedures for requesting reasonable modifications in compliance with federal and state laws, including Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), and applicable state statutes.

Pregnant and parenting students have the right to be free from discrimination based on pregnancy, childbirth, and pregnancy-related conditions, including lactation. FIU will provide reasonable modifications unless doing so would impose an undue hardship or fundamentally alter the nature of a program or activity. Adverse actions against requesting or reasonably using this process are strictly prohibited.

Requests for reasonable modification related to pregnancy, childbirth, or pregnancy-related conditions should be filed with the Office of Civil Rights (OCR). This office is responsible for administering the review process for reasonable modification requests. The ADA and Accessibility Coordinator may also review some requests under applicable disability accommodation processes pursuant to the Americans with Disabilities Act (ADA).

Reasonable modifications vary based on individual circumstances but may include academic modification and flexibility (such as breaks during class, excused absences, rescheduling of tests, extensions of deadlines, and alternatives to make up missed work); leaves of absence or changes in class schedules; changes to University housing; or other types of modifications. Individuals requesting a reasonable modification should begin by completing the appropriate [Request for Pregnancy Modification Form, which can be found here](#).

Instructors and activity supervisors must refer reasonable modification requests related to pregnancy, childbirth, or pregnancy-related conditions to OCR. Students can contact OCR directly at (305) 348-2785 or ocr@fiu.edu. Once contacted, the OCR will follow an interactive process as outlined below:



- i. Outreach to Student—Upon notification to OCR that a student is seeking a modification based on pregnancy, childbirth, or pregnancy-related conditions, OCR will contact the student and provide them with information regarding their rights, resources, a full explanation of the modification process and its requirements, and an offer to schedule a meeting.
- ii. Healthcare Provider Documentation - Students may be asked to submit documentation from a healthcare provider (e.g., general practitioner, therapist, doula, midwife, etc.) to establish medical necessity related to pregnancy, childbirth, or pregnancy-related conditions. Once sufficient medical documentation is received and the student's request(s) thoroughly discussed, the OCR Specialist will determine reasonable modifications. Any records or information obtained by the University as part of the modification process that reflect the diagnosis, evaluation, or treatment of a student's medical condition are kept confidential. Such records will be shared only with those University employees who need to know and will not be released except as required by law.
- iii. Individualized and Interactive Process - Reasonable modifications are evaluated individually and will vary depending on the circumstances. The student's preferences will be considered when assessing reasonable modifications or alternatives. Still, the OCR Specialist makes the ultimate determination regarding the type of modification, if any. To aid its assessment, OCR will endeavor to gather information from the faculty or other employees involved in implementing the modification and may include them in the interactive process. Reasonable modifications are required unless they pose an undue hardship, fundamentally alter the course integrity or its requirements, or conflict with any licensing or accreditation requirements.
- iv. Informal Discussion and Request for Reconsideration of the Student's Modifications - Modifications deemed reasonable by OCR must be implemented unless they would pose an undue hardship, fundamentally alter course integrity or its requirements, or conflict with any licensing or accreditation requirements. If a faculty or other employee has information not previously considered during the interactive process that the modification poses an undue hardship, fundamentally alters course integrity or its requirements, or conflicts with any licensing or accreditation requirements, they may submit a request for reconsideration to the OCR Specialist at ocr@fiu.edu. The OCR Specialist will seek to resolve the issue and may gather details from each person involved, meet individually or in a group with those involved, and ultimately strive to achieve a resolution.
- v. Academic modifications may include, but are not limited to:
 - Periodic Absences: The University must excuse medically necessary absences for a student affected by pregnancy, childbirth, or pregnancy-related conditions. Absences will not be counted as missed classes, as attendance is a measure of academic performance. The student will be permitted to complete any coursework (e.g., in-class participation points/assignments, quizzes, examinations) for missed class periods.

Instructor course practices, such as allowing a certain number of “unexcused absences” or dropping quiz grades, should not be applied to circumstances of medically necessary absences related to a student who is affected by pregnancy, childbirth, or pregnancy-related conditions.

- Extensions: Instructors are required to create alternative due dates for assignments when a student cannot meet a course deadline due to a medically necessary absence.
 - Alternative Assignments: If a medically necessary absence for a student affected by pregnancy, childbirth, or pregnancy-related conditions prevents a student from completing an in-class assignment, instructors must create an alternative assignment of equivalent value for the student to complete.
 - In-Class Setting: Students may request periodic breaks, alternative classroom seating (e.g., near the end of a row or exit), or larger desk space.
 - Non-classroom setting: Some University courses and programs may have out-of-class activities or requirements (e.g., practicums, externships, clinical, etc.) where modification is necessary. Instructors and program leaders must implement reasonable modifications to such requirements or activities and are encouraged to be flexible and creative in their approach.
 - Lactation: Students will be permitted to take breaks for lactation and pumping. Students will be directed to the nearest private lactation space on campus for in-class lactation breaks. For programs or activities with off-campus locations, students should be provided with a private lactation space that is separate from restrooms. Students who require lactation breaks while attending class in a virtual format are permitted to turn their cameras off without penalty.
 - Virtual Learning: Requests for virtual learning will be evaluated on a course-by-course basis. In certain circumstances, specific courses rather than all courses during a given semester may be approved for virtual learning.
- vi. Request for Pregnancy Modification Form - When a modification is granted, the OCR Specialist will provide the student with a “Determination of Pregnancy Modification” letter. Students are responsible for providing the “Determination of Pregnancy Modification” to instructors, ideally as soon as possible. Students should also maintain proactive communication with instructors to ensure the successful implementation of approved modifications. Instructors are responsible for maintaining confidentiality and implementing approved modifications as outlined in the form. Any questions regarding the “Determination for Pregnancy Modification”, the modification process, or the implementation of modifications should be directed to the OCR Specialist immediately.
- vii. Extended Absences for Students - The University is required to excuse a student’s absences for a student who is affected by pregnancy, childbirth, or pregnancy-related conditions for as long as the student’s medical provider deems medically necessary. When assessing requests for extended periods of absence, the OCR Specialist will consider the student's enrolled degree program, program timelines,



graduation timelines, applicable licensing and accreditation requirements, and other relevant factors. This may include semester withdrawals, course drops, and course incompletes. A student will be informed of any impact on financial aid, scholarships, or grants before the authorization of a withdrawal or course drop and will be permitted to determine how they would like to proceed. Faculty will not coerce or otherwise infringe on students' right to choose how they would like to proceed. Once a student returns from an extended period of absence, they will be reinstated to the same academic and extracurricular status as before. They will not be required to demonstrate readiness to return before being able to re-enroll.

- viii. Student Athletes- In accordance with Title IX, the University's Athletic Department will not exclude a student who is affected by pregnancy, childbirth, or pregnancy-related conditions and allow them to fully participate in an athletic team, including all team-related activities. No coach or other athletics department personnel shall suggest to a student-athlete that their continued participation in a team be affected by pregnancy, childbirth, pregnancy-related conditions, parental status, or marital status. The University will allow a pregnant or parenting student-athlete to fully participate in team activities, including all team-related activities and events, unless the student-athlete's physician or other medical provider certifies that participation is not medically safe.
- ix. Student Employee and Graduate Assistants Pregnancy-related Requests for Pregnancy Modification- Students seeking a modification in the context of their student employment because of pregnancy, childbirth, or pregnancy-related conditions will be referred to the procedures for Pregnancy, Childbirth, and Pregnancy-Related Conditions for Faculty and Staff to discuss reasonable modification in the workplace. Student employees seeking modifications in the academic setting will work with OCR as outlined above in this section. Thus, student employees may need to work concurrently with OCR if they seek modifications in both the academic and workplace settings. Nothing in this policy will be interpreted to apply to payment of student employees while on leave.

Faculty and Staff Responsibilities

Any requests for reasonable modifications related to pregnancy, childbirth, or pregnancy-related conditions should be directed to OCR. The student must be directed to complete the appropriate "Request for Pregnancy Modification Form." The approved modification should be implemented without delay.

Medical Information

Do not keep or maintain medical records in departmental files. If documents containing medical information are received, immediately forward them to OCR. Do not ask the student for personal medical information or their condition- the focus should be on the requested modification. Students are not required to disclose medical information to their supervisor. However, if a student chooses to disclose such information, advise them that it will be kept



FLORIDA
INTERNATIONAL
UNIVERSITY



confidential and redirect them to the appropriate resource if they have questions about modification procedures or policies.

Violations

Failure to comply with this policy may result in disciplinary action. Students who experience discrimination or retaliation can report incidents to:

Emmanuele A. Bowles, Ed.D., C.A.A.P
Interim Title IX Coordinator
*Assistant Vice President, Human Resources,
Office of Civil Rights*
Division of Human Resources
11200 S.W. 8th Street PC 224
P: (305) 348-6088
Email: archange@fiu.edu

Reports may also be made by visiting report.fiu.edu, including as many details as available. Submitted reports may be completed anonymously.