

Chapter 7: Pregnancy Adjustments vs Accommodations

UTA is committed to providing an educational and employment environment that is free from discrimination on the basis of sex, which includes discrimination based on current, potential, or past Pregnancy or Related Conditions.

The Law

- The United States Department of Education's (DOE) regulation implementing Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. The DOE requires that universities provide pregnant students with reasonable adjustments that may be necessary due to pregnancy.

Reasonable Adjustments vs Accommodations

- Students experiencing normal pregnancies typically need “reasonable adjustments” and would go to the Office of the Dean of Students or the Title IX office for assistance.
 - If you need assistance with something that a doctor has not put into writing, you likely need a “reasonable adjustment”, which would be handled through the Office of the Dean of Students
- Pregnant students experiencing medical complications with their pregnancy generally have doctors' notes and should go to the Student Access and Resource Center (SAR Center) to discuss accommodation options.
 - If a student's pregnancy involves a medical complication that impacts one or more major life functions, the student may be considered temporarily disabled, and the student may be referred to the SAR Center, to receive accommodations.
- If you are still unsure about which office can help you, you may contact either office to discuss your situation. They will be able to tell you whether you are in the right place or need to start in the other office