



**Policy Chapter:** Chapter 16 Equal Opportunity

**Policy Number and Title:** 16.008 Pregnant and Parenting Students

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## **I. Policy Statement**

The University of North Texas ("University") prohibits discrimination of pregnant and Parenting Students, and Students with Pregnancy Related Conditions. The rights and responsibilities for pregnant and Parenting Students outlined below are in accordance with the [Texas Education Code § 51.982](#) and other applicable laws, such as [Title IX of the Higher Education Amendments of 1972](#), which prohibits discrimination on the basis of sex (including pregnancy and parenting discrimination) in education programs or activities; [Section 504 of the Rehabilitation Act of 1973](#), which prohibits discrimination on the basis of a disability (including disabilities based on temporary medical conditions from pregnancy); and [Title II of the Americans with Disabilities Act of 1990](#), which prohibits discrimination against individuals with disabilities in public schools such as institutions of higher education; and the Texas Administrative Code which provides protections for pregnant and parenting students.

## **II. Application of Policy**

Students.

## **III. Policy Definitions**

### **A. Employee**

"Employee," in this policy, means an individual who is employed part-time, full-time, in a temporary capacity as Faculty or staff, or is required to be a Student as a condition of employment.

### **B. Faculty**

"Faculty," in this policy, means Employees who have an academic rank.

### **C. Parenting Discrimination**

"Parenting Discrimination," in this policy, means treating an individual unfavorably in their education because of their parental status.

### **D. Parenting Student**

"Parenting Student," in this policy, means a Student (as defined below) who is the parent or legal guardian of a child under 18 years of age.

### **E. Pregnancy Discrimination**

"Pregnancy Discrimination," in this policy, means treating an individual unfavorably in their education because of their Pregnancy or Related Conditions, or any other characteristic protected under applicable federal or state law.

***F. Pregnancy and Parenting Liaison***

“Pregnancy and Parenting Liaison,” in this policy, means an Employee designated by the University, who provides Students with information regarding support services and other resources available, including but not limited to: resources to access medical and behavioral health coverage and services; public benefit programs, including programs related to food security, affordable housing, and housing subsidies; parenting and child care resources; employment assistance; transportation assistance; student academic success strategies; and any other resources developed by the University to assist Students. The University’s Pregnancy and Parenting Liaison is the Dean of Students or designee.

***G. Pregnancy or Related Conditions***

“Pregnancy or Related Conditions,” in this policy, means pregnancy, childbirth, miscarriage, lactation, and any other pregnancy-related medical conditions, including recovery.

***H. Reasonable Modifications***

“Reasonable Modifications,” in this policy, means any modification or adjustment to an academic environment that will enable the Parenting Student or Student with a Pregnancy or Related Condition to participate in a respective program of instruction. Modifications of the educational requirements of a program or course may be necessary and appropriate so that such requirements do not discriminate against a Student on the basis of Pregnancy or Related Conditions or parenting status. Reasonable Modifications cannot be made to academic requirements that are essential to a course, the Student’s program of instruction, or licensing requirements. Students should work with the Dean of Students Office for Reasonable Modifications related to academic programs under this policy.

***I. Retaliation***

“Retaliation,” in this policy, means any adverse action, treatment, or condition taken because of an individual’s participation in a protected activity (i.e., reporting or opposing discrimination, or participating in an investigation regarding discrimination), including an act intended to intimidate, threaten, or coerce, that is likely to dissuade a reasonable person from opposing discriminatory practices, filing a charge of discrimination, or participating in an investigation regarding discrimination.

***J. Student***

“Student,” in this policy, means an individual taking courses at the university, either part-time or full-time, and pursuing either graduate or undergraduate studies, including those who are not currently enrolled in courses but who have a continuing academic relationship with the university.

***K. Title IX Coordinator***

“Title IX Coordinator,” in this policy, means a University of North Texas Employee designated by the President to implement, monitor, and enforce the University’s Title IX program. In this

Policy, reference to the Title IX Coordinator also means a Deputy Title IX Coordinator or the Title IX Coordinator's designee. The Title IX Coordinator is located in the Office of Equal Opportunity and Title IX.

#### **IV. Policy Responsibilities**

##### ***A. Prohibitions***

1. Parenting Discrimination and Pregnancy Discrimination are prohibited under this policy.
2. The University may not require a pregnant or Parenting Student, solely because of the Student's status as a Parenting Student, or due to Pregnancy or Related Conditions, to:
  - a. take a leave of absence or withdraw from the Student's degree or certificate program;
  - b. limit the Student's studies;
  - c. participate in an alternative program;
  - d. change the Student's major, degree, or certificate program; or
  - e. refrain from joining or cease participating in any course, activity, or program at the University.

##### ***B. Reasonable Modification for Pregnant and Parenting Students***

1. The University is required to offer Reasonable Modifications to pregnant and Parenting Students, in accordance with state and federal laws and regulations. In determining Reasonable Modifications, documentation may be required. The Dean of Students, respective Faculty, and Student will engage in an interactive process to determine if the requested modifications are unreasonable; result in a fundamental alteration to an essential program requirement; or conflict with state law, federal law, or accreditation standards. A Student seeking a Reasonable Modification due to Pregnancy or Related Conditions, or parenting, must make a request to the Dean of Students using the [Request Pregnancy/Parenting Accommodations](#) form. Students are not required to provide documentation that a requested Reasonable Modification related to a Student's Pregnancy or Related Conditions is "medically necessary." Additional resources for pregnant and Parenting Students may be found on the [Student Affairs Pregnancy Information](#) page.
2. Reasonable Modifications for Students who are parenting or have Pregnancy or Related Conditions may include, but are not limited to:
  - a. excused absences with the ability to make up missed assignments or assessments;
  - i. the University will excuse absences related to a Student's pregnancy or childbirth without a doctor's certification if such absence is necessary for the greater of three school days in a semester or the maximum number of excused

absences that the University would grant to another Student enrolled in the course for any reason. The University may ensure the total number of excused absences does not result in a fundamental alteration to an essential program requirement or conflict with federal law or accreditation standards;

- b. voluntary leave of absence. The University will permit, but not require, a pregnant or Parenting Student to take a leave of absence related to their pregnancy or parenting status for a minimum of one semester, without a showing of medical need.
  - i. the University will allow a pregnant or Parenting Student who is in good academic standing at the time of taking a leave of absence to return to their degree or certificate program in good academic standing, without the need to reapply for admission;
  - ii. A Student who is taking a leave of absence due to Pregnancy or Related Conditions, or parenting, should meet with [Financial Aid & Scholarships](#) prior to beginning said leave of absence to receive information on the financial impact;
- c. additional time to complete assignments in the same manner the University allows for a Student with a temporary medical condition;
- d. allowing the Student to maintain a safe distance from substances, areas, and activities known to be hazardous to pregnant Students or unborn children;
- e. providing equal access to early registration for courses or programs as any other group of Students;
- f. providing access to instructional materials and video recordings of lectures for classes for which the Student has an excused absence to the same extent these are made available to any other Student with an excused absence or would be provided to a Student with a temporary medical condition; or
- g. any other modifications deemed reasonable, based on the Student's individual needs.

#### ***C. Contact Information for the Pregnancy and Parenting Liaison***

The Dean of Students is the University's designated Pregnancy and Parenting Liaison. The Dean of Students Office is located in the University Union in Suite 409. They can be contacted at 940-565-2648 or by email at [deanofstudents@unt.edu](mailto:deanofstudents@unt.edu). Additional information may be found on the [Student Affairs website](#).

#### ***D. Policy Violations***

Alleged violations of this Policy will be addressed in accordance with [UNT Policy 16.004 Prohibition of Discrimination, Harassment, and Retaliation](#) and should be reported to the Office of Equal Opportunity & Title IX. Violations can be reported via the [Equal Opportunity](#)

[Reporting Form.](#)

**V. Resources/Forms/Tools**

[Title IX Coordinator Contact Information](#)

[Dean of Students Office](#)

[Title IX of the Education Amendments of 1972](#)

[Student Affairs Pregnancy Information](#)

**VI. References and Cross-References**

[Americans with Disabilities Act \(ADA\)](#)

[Section 504 of the Rehabilitation Act of 1973](#)

[Tex. Educ. Code §51.982 – Protections for Pregnant and Parenting Students](#)

[UNT 16.004 Prohibition of Discrimination, Harassment, and Retaliation](#)

[Texas Administrative Code, Title 19, Part 1, Chapter 4, Subchapter X](#)

**VII. Revision History**

Policy Contact:	Asst. Vice President, Equal Opportunity & Title IX
Approved Date:	05/29/2025
Effective Date:	05/29/2025
Revisions:	