

## **Pregnancy and Parenting Resources at Northern Arizona University (NAU)**

The NAU Nondiscrimination and Antiharassment Policy, [Title IX of the Education Amendments of 1972, as amended](#), and other federal law prohibit discrimination and harassment based on pregnancy and childbirth in employment and academic programs and activities. Pursuant to law and university policy, NAU must consider requests for reasonable modifications or adjustments related to pregnancy and/or related conditions, including recovery from childbirth. The law and university policy also prohibit retaliation for raising requests or concerns related to pregnancy or childbirth.

### **Reasonable Modifications & Adjustments for Pregnancy**

The university will provide reasonable modifications or adjustments that will assist students and employees who are experiencing pregnancy and/or related conditions. The university's pregnancy adjustment process is intended to be interactive and collaborative. Each situation will be evaluated individually to determine what reasonable modifications, adjustments, and/or services may be appropriate. To request reasonable modifications, adjustments, and/or services, please submit a [Request for Pregnancy-Related Adjustments](#) form.

To protect privacy, one only should submit medical documentation to designated offices at the office's request. Designated offices include: Disability Resources and Office for the Resolution of Sexual Misconduct (ORSM): Title IX Institutional Compliance, Prevention & Response. The university encourages students and employees to start the process of seeking an approved adjustment by contacting the Office for the Resolution of Sexual Misconduct (ORSM): Title IX Institutional Compliance, Prevention & Response.

### **Disability Accommodations relating to Pregnancy**

In addition to seeking support from the ORSM, students and employees who are having medical complications from pregnancy or childbirth that constitute a disability retain the right to participate in the interactive disability accommodation process through [Disability Resources](#).

### **Campus Lactation Information and Spaces**

In accordance with the Affordable Care Act and the more recent PUMP Act, employees are entitled to a reasonable amount of break time and a clean space free from intrusion of the public to express milk for up to one year following childbirth. The university maintains over a dozen dedicated, private spaces for lactation purposes, and will provide access to these spaces to qualified employees upon request. To request access to a lactation space, employees may submit the "Lactation Space Request Form" on the [Equity and Access Office website](#). If there is not a space close enough to one's worksite, the Equity and Access Office (EAO) will work with the appropriate supervisor and building manager to find a suitable space. Students also may contact EAO to discuss options for lactation space. FAQs and additional information can be found on the EAO website.

### **Pregnancy Leaves of Absence**

Employees may be eligible for a leave of absence relating to the birth or bonding with a child. Detailed information regarding these benefits can be found on the [NAU Parental Leave Benefits page](#). If questions remain, please feel welcome to contact [nauhrbenefits@nau.edu](mailto:nauhrbenefits@nau.edu) or call (928) 523-2223.

At this time, no formal leave of absence related to birth or bonding with a child is available for students. However, students should work with ORSM to determine what other kinds of modifications or adjustments might be available.

### **Pregnancy Discrimination**

Students and employees with concerns regarding discrimination or harassment based on pregnancy, related conditions, and/or parenting may report their concerns by submitting a [Sexual Misconduct Report](#).

### **Relevant Law and University Policy**

<https://nau.edu/university-policy-library/nondiscrimination-anti-harassment/>

<https://nau.edu/university-policy-library/accessibility/>

<https://in.nau.edu/eao/lactation-rooms/>

<https://in.nau.edu/human-resources/leaves-of-absence/>

<https://www2.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html>

<https://www.dol.gov/sites/dolgov/files/WHD/flsa/PUMP-consolidated-appropriations-act.pdf>

<https://www.eeoc.gov/statutes/pregnant-workers-fairness-act>