

EXECUTIVE SUMMARY:

Policy 151 Pregnancy Accommodations

Date:	October 12, 2023
Sponsor:	Marilyn Meyer
Steward(s):	Ashley Wilson
Policy Process:	Regular
Policy Action:	New
Policy Office Editor:	Miranda Christensen
Embedded Attorney:	Cathy Jordan, Jeremy Knee

Issues/Concerns (including fiscal, legal, and compliance impact):

UVU does not have a pregnancy accommodations policy for students or employees. The Department of Education's Office for Civil Rights has stepped up enforcement of pregnancy protections under Title IX; these protections were obscure until recent findings, such as those against [Salt Lake Community College](#) and [Troy University](#), brought them into more view. Additionally, the forthcoming Title IX rules provide a more detailed procedural framework for handling student pregnancy accommodations and, to a lesser extent, employee accommodations. Utah state legislation in this area, such as the [Breastfeeding Protection Act](#) and [Breastfeeding in the Workplace](#), impose employer requirements for breastfeeding/pumping breaks, accommodations, and antidiscrimination policies related to expressing breastmilk. This legislation is not yet reflected in our policies. Lastly, Congress recently enacted similar accommodative protections under the *Pregnant Workers Fairness Act* and the *PUMP for Nursing Mothers Act* (see a good summary of both [here](#)).

Suggested Changes: Adopt the model USHE Pregnancy Model Policy, which UVU helped develop. This model complies with the above-mentioned legal developments and provides a basic framework for receiving requests, evaluating needs, and coordinating pregnancy-related accommodations to learning and working environments.

Requested Approval from President's Council: Entrance to Stage 1

Proposed Drafting Committee: Ashley Wilson, Sherry Page, Cameron Evans, Rachel Lund, Cathy Jordan, and Jeremy Knee

Target Date for Stage 1 Draft to Enter Stage 2: 12/14/2023

Target Date for Board of Trustees Review: 6/1/2024



Projected Timeline:

<i>Stage 1 Projected End Date</i>	<i>Stage 2 Projected End Date</i>	<i>Stage 3 Projected End Date</i>	<i>BOT Approval</i>
12/14/2023	03/28/2024	05/23/2024	June Meeting