

I'm a pregnant student. What should I do?

If you are a pregnant or parenting student, OSU-Tulsa wants you to stay in school and achieve your educational goals. Depending on your situation, you may be entitled to accommodations under Title IX and/or the American's with Disabilities Act. Pregnant students are offered services and accommodations similar to those offered to students who have a temporary medical condition. If you experience complications, or other medical conditions related to your pregnancy, you can seek accommodations through OSU-Tulsa Student Disability Services.

Students can make an appointment with Student Disability Services to develop a plan around your pregnancy. Student Disability Services will work with you and your faculty member(s) to identify and coordinate any reasonable academic adjustments and accommodations needed during and after your pregnancy.

Please contact Student Disability Services to find out if you qualify for academic adjustments or accommodations.

Student Disability Services
204 North Hall
(918)594-8354
osutaccess@okstate.edu

Frequently asked questions and answers:**If I am absent from class due to pregnancy, childbirth, abortion or related conditions is that absence excused?**

Yes. Under Title IX absences related to these conditions are excused, so long as your doctor says the absence is medically necessary. When you return from your absence, you must be reinstated to the same status you held before you left—there can be no penalty for your leave.

What is an "excused absence"? Do I have to complete make-up work?

You can't be penalized for taking legally-protected leave. Professors may require you to complete missed assignments or other work to make up for missed participation, but the make-up work should be comparable with the work given to other students, not extra. When setting timelines for make-up or missed work, professors need to treat leave as leave; for example, assignment deadlines should not be the day you return, but should be pushed back to give you at least the same amount of time as other students have had to complete the assignments.

I've had a difficult pregnancy or childbirth. Can OSU provide support?

Yes. OSU provides special services for temporarily disabled students and situations related to pregnancy and childbirth qualify for services. Reasonable accommodations can be set up through the Student Disability Services Office.

Does Title IX only protect me in the classroom?

No. Title IX covers all aspects of your education—you cannot be forced to limit your educational activities due to pregnancy, childbirth, abortion, or related conditions. This includes school-sponsored internships or externships, clinics, lab work, athletics and extracurricular activities.

Do I have a right to pump milk at school?

Yes. OSU-Tulsa has private, well-equipped spaces where you can pump. Please visit North Hall 130 for access to a private room.

I am a student, but also work for OSU as an employee. Do I have rights?

Yes. In addition to the rights you have under Title IX as a student, you may also be covered by other laws that protect employees. Please contact Human Resources at 918-594-8221 for more information.

Additionally, employees with pregnancy-related conditions that constitute disabilities under the Americans with Disabilities Act (ADA) are entitled to reasonable accommodations under that law.

I've been treated negatively because of my pregnancy/childbirth/miscarriage/false pregnancy/abortion. What can I do?

Harassing or intimidating you because of your pregnancy, childbirth, miscarriage, false pregnancy, or abortion or related condition is sex discrimination in violation of Title IX.

If you want to keep the information confidential, you may contact the OSU-Tulsa Victim Advocate at (918)200-5595. The Victim Advocate is a confidential reporting option. Students can visit with the Victim Advocate to learn about resources and options available.

If you would like to report the negative treatment, please call a Title IX Officer at (918)594-8234 or (918)594-8450. We encourage you to consider reporting your experience to remedy your own situation and to help ensure it won't happen to others.

OSU-Tulsa Process

OSU has a strong commitment to maintaining a diverse learning community, a distinguished faculty and staff, and excellent students. This dream drives the challenge of providing quality educational and occupational opportunities for all students.

Title IX prohibits discrimination on the basis of sex – including pregnancy, parenting and all related conditions – in educational programs and activities receiving federal funding. Students who might be, are, or have been pregnant must have the same access to programs and educational opportunities as other students.

Oklahoma State University, in compliance with Title VI and VII of the Civil Rights Act of 1964, Executive Order 11246 as amended, and Title IX of the Education Amendments of 1972 (Higher Education Act), the Americans with Disabilities Act of 1990, and other federal and state laws and regulations, does not discriminate on the basis of age, race, color, religion, sex, sexual orientation, genetic information, gender identity or expression, national origin, disability, protected veteran status, or other protected category, in any of its policies, practices or procedures. This provision includes, but is not limited to admissions, employment, financial aid, and educational services.

Concerns?

The following individuals are available to respond to, investigate and resolve complaints:

Deputy Title IX Coordinators

Review concerns regarding the conduct of OSU-Tulsa students, faculty and staff when at least one student is involved.

204 North Hall

(918)594-8234 or (918)594-8450

tulasco@okstate.edu

Title IX Coordinator

Reviews concerns relating to Title IX compliance and provides consultation for faculty and staff.

Main Hall 1405

918-594-8105

<http://eeo.okstate.edu>

tulsa.titleix@okstate.edu