ATIXA Supporting Pregnancy, Parenting, & Related Conditions
Workshop Agenda

Description:
The Supporting Pregnancy, Parenting, & Related Conditions Workshop provides a deep dive into the Title IX regulatory requirements and ATIXA’s recommended best practices for supporting the needs of pregnant students and employees and individuals with conditions related to pregnancy.

Topics covered will include definitions of pregnancy and “related conditions,” reasonable accommodations vs. appropriate adjustments, pregnant student-athletes, and supporting non-birthing parents. ATIXA’s expert faculty members will help participants build their knowledge and confidence about supporting students and employees through a series of case studies that address common scenarios in education settings.

Learning Outcomes:
After completing this workshop, participants will be able to…
- Define pregnancy and related conditions under Title IX
- Determine whether their institution/district meets legal requirements and best practices for supporting those who are pregnant or who have pregnancy-related conditions
- Distinguish between a reasonable accommodation and an appropriate adjustment
- Explain the rights of a pregnant student-athlete
- Identify institution/district polices and procedures with which they should be familiar in order to provide appropriate supports, including lactation spaces

Workshop Topics

Defining Pregnancy and Related Conditions Refresher

Regulatory Requirements and OCR Guidance
- Title IX Regulations
- OCR Guidance
- Salt Lake Community College OCR Resolution Agreement
- Troy University OCR Resolution Agreement

Policies and Procedures
- Scope of Protections
- Overlap with Other Federal/State Protections
- Identifying a Point of Contact for Assistance
- Academic Policies and Procedures
  - Academic Incompletes
  - Pass/Fail
  - Leaves of Absence
  - Financial Aid
  - Internships, Externships, Co-Ops, Practicums, and More
  - Out-of-Class Expectations
- General Policy Awareness
- Communication Practices
- Privacy and Recordkeeping

**Accommodations vs. Adjustments**
- Medical Necessity and Reasonable Accommodations
- Appropriate Adjustments
- Process for Requesting Assistance
- Process for Grieving Unmet Needs
- Working with Faculty and Staff to Implement

**Pregnancy and Athletics**
- Student-Athlete Rights
- Governing Policies

**Related Needs**
- Equitable Support for Non-Birthing Parents
- Non-medical Childcare Needs
- Fertility Treatments/IVF
- Adoption-related Protections
- Protections Related to Abortion and Miscarriage

Note: Workshops do not include a standard break. Participants are welcome to eat and/or drink during the workshop and step away for other needs as necessary. Workshop start and end times for in-person events are determined by the host site. All virtual workshops take place from 11:00 AM – 3:00 PM ET unless otherwise specified.