

TEXAS SOUTHERN UNIVERSITY

MANUAL OF ADMINISTRATIVE POLICIES AND PROCEDURES

SECTION: Title IX

Policy 02.05.18

AREA: Office of Compliance

SUBJECT: Pregnant and Parenting Discrimination and Accommodations

1. Purpose: Texas Southern University (TSU) is committed to ensuring equal access to educational opportunities and support for all students, including students who are pregnant or parenting. This policy implements the requirements of Texas Senate Bill 412 (SB 412) by prohibiting discrimination on the basis of pregnancy or parenting status and by establishing procedures to provide reasonable accommodations, leaves of absence, and other supports for pregnant and parenting students.
2. Scope: This policy applies to all students enrolled at TSU and governs institutional practices, accommodations, and protections for students who:
 - A. Are pregnant;
 - B. Are recovering from childbirth, miscarriage, termination of pregnancy, or false pregnancy;
 - C. Have a medical condition related to pregnancy or childbirth; or
 - D. Are parents or legal guardians of a child under 18 years of age (“parenting students”).
3. Definitions
 - A. Pregnant Student – A student who is pregnant, has recently given birth, suffered a miscarriage, termination of pregnancy, false pregnancy, or is experiencing a medical condition related to pregnancy.
 - B. Parenting Student – A student who is the parent or legal guardian of a child under 18 years of age.
 - C. Reasonable Accommodations – Adjustments to academic requirements, schedules, or environments to enable a pregnant student to participate fully in educational programs, including, but not limited to, accommodations similar to those provided to students with temporary medical conditions or related to the health and safety of the student and the unborn child.
4. Non-Discrimination Statement: TSU shall not discriminate against any student on the basis of pregnancy or parenting status. In accordance with Texas state law, a pregnant or parenting student shall not, solely because of such status or issues related to pregnancy or parenting:
 - A. Be required to take a leave of absence or withdraw from a degree or certificate program;
 - B. Be required to limit their studies;
 - C. Be required to participate in an alternative program;
 - D. Be required to change their major, degree, or certificate program; or

- E. Be prohibited from joining or required to cease participation in any course, activity, or program offered by TSU.
- 5. Reasonable Accommodations
 - A. Accommodation Requests: A student who is pregnant or experiencing pregnancy-related medical conditions or who is a parenting student may request reasonable accommodations by contacting the designated institutional officer (see Section 8). Requests should be submitted in writing with appropriate documentation when applicable.
 - B. Types of Accommodations: Reasonable accommodations may include, but are not limited to:
 - 1. Excused absences for pregnancy-related medical appointments, recovery, or parenting responsibilities;
 - 2. Flexible deadlines or extensions for assignments and assessments;
 - 3. Access to instructional materials, lecture recordings, or other academic content for classes missed due to pregnancy-related absences to the same extent that such materials are made available to other students with excused absences;
 - 4. Modified class schedules or breaks as medically appropriate;
 - 5. Temporary adjustments to clinical or field placement requirements, where feasible; and
 - 6. Other accommodations consistent with institutional policies for temporary medical conditions or disability-related adjustments, as applicable.
 - C. Delivery of Accommodations: TSU shall engage in an individualized, interactive process with the student requesting accommodations to determine appropriate adjustments that do not fundamentally alter academic standards or program requirements.
- 6. Leaves of Absence: Pregnant and parenting students may take a leave of absence for reasons related to pregnancy, childbirth, or their child's health or care. A student who is in good academic standing at the time the leave begins shall be permitted to return to the same degree or certificate program in good academic standing without reapplication.
- 7. Academic Continuity: TSU shall make reasonable efforts to ensure that pregnancy or parenting-related absences or accommodations do not unfairly impede a student's ability to complete course or program requirements. Accommodations shall be provided in a manner that maintains academic integrity while supporting the student's success.
- 8. Designated Point of Contact: TSU designates the following office/individual as the primary contact for pregnancy and parenting accommodations and discrimination inquiries:

Title IX Coordinator
Cynthia S. Buckley, Ed.D.
Interim Vice President
Department of Human Resources and Payroll Services
Room HH127B, 3100 Cleburne Street Houston, TX 77004
O (713) 313-7037
F (713) 313-4347

The Title IX Coordinator is responsible for:

- A. Assisting students with the accommodation request process;
- B. Facilitating communication among academic units, instructors, and support services;
- C. Ensuring institutional compliance with this policy and applicable laws.

9. Training and Awareness: TSU shall provide training to administrators, faculty, and staff upon hiring and annually thereafter regarding the rights and protections of pregnant and parenting students under this policy and applicable state and federal laws. Training may be delivered in person, online, or through other appropriate formats, and training materials will be retained in accordance with institutional recordkeeping practices.

10. Policy Posting and Distribution: In compliance with Texas Education Code. § 51.982 (SB 412), this policy will be:

- A. Posted in a clear, easily accessible format on TSU's official website;
- B. Made available annually to all faculty, staff, and employees; and
- C. Included in student handbooks and orientation materials.

This policy is intended to complement and coordinate with: Title IX of the Education Amendments of 1972; and institutional policies on disability accommodations (e.g., ADA/Section 504), as applicable. This policy shall be reviewed annually and updated as necessary to reflect changes in law, best practices, and institutional procedures.

11. REVIEW AND RESPONSIBILITY

Responsible Party: Title IX Coordinator

Review: Every three years from effective date

Approved:

Cynthia Buckley

Title IX Coordinator

Effective Date: 02/17/2026