

# Your Rights Under Title IX: Pregnancy and Postpartum Support

Effective August 1, 2024



## Title IX is a federal law that prohibits discrimination

Title IX of the Education Amendments of 1972, or “Title IX,” is a federal law that prohibits discrimination based on sex in educational programs. The law is a key tool for ensuring that all people have an equal opportunity for education, regardless of their sex or gender.

Title IX protects students and employees of a university whose educational programs are eligible for federal funds. Title IX protects people of all sexes and genders from discrimination.

## Examples of common reasonable student and employee adjustments (as applicable) include:

- A standing or different desk
- Defined breaks during work, class, labs, or exams to eat, drink, use the restroom, or pump milk
- Access to a lactation room
- Parking or elevator access
- Online or remote access
- Deadline extensions (not retroactive)
- Note there are exceptions, including, but not limited to, programs that have visa requirements for online components



## Resources

- [Office of Accessibility Services website](#)
- [Catalog Pregnancy and Postpartum Accommodations](#)  
[Catalog Title IX Policy](#)
- [U.S. Department of Education Supporting Academic Success of Pregnant and Parenting Students](#)



## Title IX protects pregnant and parenting students and employees, including postpartum

Title IX prohibits discrimination because of sex, which includes discrimination on the basis of pregnancy, childbirth, lactation, miscarriage, abortion, or related conditions, including recovery. Title IX provides the right for pregnant and postpartum students and employees to receive accommodation and to take medically necessary leave. It bans harassment, intimidation, or other discrimination in universities because of pregnancy-related conditions.



## Contact Information:

### Adjustments and Formal Accommodation Requests

To request adjustments or formal accommodations, contact the Office of Accessibility Services at [accessibility@aspen.edu](mailto:accessibility@aspen.edu).

### Potential Discrimination Reporting or Concerns

Contact the Title IX Coordinator for help and to report any potential discrimination incidents or concerns.

Phone: (303) 823-4216

Email: [titleix@aspen.edu](mailto:titleix@aspen.edu)



**Remember:** You are entitled to a safe and supportive educational and organizational environment. If you have any potential discrimination concerns, do not hesitate to reach out to the Title IX Coordinator.