PREGNANCY & NURSING ACCOMMODATIONS

To support success in and equal access to employment, education, programs, and services, UAF provides reasonable accommodations under Title IX.

Accommodations and adjustments may be available for medical conditions related to pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from these conditions.

Accommodations are made on a case-by-case basis. Medical documentation may be required.

TYPES OF ACCOMMODATIONS*

- Academic adjustments
- Breaks during class
- Excused absences
- Workplace adjustments
- Desk adjustments
- Travel adjustments
- Fieldwork adjustments
- Lifting / standing requirement changes
- Parking adjustments
- Nursing / pumping adjustments

*not an all-inclusive list

RESOURCES

CAMPUS MAPS
Nursing and Diaper Changing Spaces
www.uaf.edu/campusmap/maps

UAF E&C
Pregnancy and Nursing Information
www.uaf.edu/pregnancy-nursing

PROTECTION OF MINORS
Policies and guidelines on minors in the workplace, in UA programs, and on research trips can be found here:
www.uaf.edu/safety/minors

OTHER RESOURCES
thread Alaska
Alaska’s Child Care Resource and Referral Network
www.threadalaska.org

QUESTIONS?
Title IX Coordinator
UAF Equity and Compliance
www.uaf.edu/equity
907-474-7300
uaf-tix@alaska.edu
Report harassment or retaliation at:
www.uaf.edu/equity

UA is an AA/EQ employer and educational institution and prohibits illegal discrimination against any individual:
www.alaska.edu/nondiscrimination.
## STUDENTS

### OPTIONS FOR ASSISTANCE
- Title IX-related accommodation
- Americans with Disabilities Act (ADA)/504 accommodation

### REQUEST AN ACCOMMODATION
UAF Disability Services (DS)
www.uaf.edu/disabilityservices
907-474-5655
uaf-disability-services@alaska.edu

### STUDENT RESPONSIBILITIES
- Request accommodation(s)
- Provide medical documentation to DS only
- Engage in an interactive process to determine suitable accommodation
- Present DS-approved accommodation letter to faculty
- Communicate with faculty to establish a plan based on the letter
- Notify DS if accommodation is unsuccessful

Medical documentation may be required.

## EMPLOYEES

### OPTIONS FOR ASSISTANCE
- Family Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Title IX-related accommodation

### REQUEST FML AND/OR ACCOMMODATION
UA Human Resources (UA HR)
www.alaska.edu/hr/talent
907-450-8200
ua-ada-accessibility@alaska.edu

### EMPLOYEE RESPONSIBILITIES
- Request accommodation(s)/FMLA
- Provide medical documentation to UA HR only
- Engage in an interactive process to determine suitable accommodation
- Work through the UA HR-approved accommodation plan with the supervisor
- Notify UA HR if accommodation is unsuccessful

It is recommended that an employee request FMLA, but if necessary, a supervisor can request FMLA on behalf of the employee.

Medical documentation may be required.

## FACULTY AND SUPERVISORS

### SUPPORT PREGNANT AND NURSING INDIVIDUALS
Visit the UAF E&C Pregnancy and Nursing page for ways to support pregnant and nursing individuals, FLSA requirements, and other helpful information at:
www.uaf.edu/pregnancy-nursing

### FACULTY GUIDANCE
- Work through the DS-approved accommodation with the student
- Students must be allowed to return to the same academic and extracurricular status as before their medical leave began
- Contact DS for assistance
- Neither request nor retain medical documentation

### SUPERVISOR GUIDANCE
If you become aware of an employee's pregnancy or related medical condition, contact UA HR for assistance in alerting the employee of their options and entitlements.

Neither request nor retain medical documentation.

### INCLUSIVE EXCELLENCE AT UAF
For more information on inclusive excellence efforts at UAF, visit www.uaf.edu/equity