

# 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](http://www.uaf.edu/campusmap/maps)

## UAF E&C

Pregnancy and Nursing Information  
[www.uaf.edu/pregnancy-nursing](http://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](http://www.uaf.edu/safety/minors)

## OTHER RESOURCES

thread Alaska  
Alaska's Child Care Resource and Referral Network  
[www.threadalaska.org](http://www.threadalaska.org)



## QUESTIONS?

Title IX Coordinator  
UAF Equity and Compliance  
[www.uaf.edu/equity](http://www.uaf.edu/equity)  
907-474-7300  
[uaf-tix@alaska.edu](mailto:uaf-tix@alaska.edu)  
Report harassment or retaliation at:  
[www.uaf.edu/equity](http://www.uaf.edu/equity)

UA is an AA/EO employer and educational institution and prohibits illegal discrimination against any individual:  
[www.alaska.edu/nondiscrimination](http://www.alaska.edu/nondiscrimination).

# Pregnancy & Nursing at UAF



## 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](http://www.uaf.edu/disabilityservices)  
907-474-5655  
[uaf-disability-services@alaska.edu](mailto: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](http://www.alaska.edu/hr/talent)  
907-450-8200  
[ua-ada-accessibility@alaska.edu](mailto: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](http://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](http://www.uaf.edu/equity)