

WHEN A STUDENT DISCLOSES A PREGNANCY OR PARENTING NEED

Office of Institutional Equity



RESPOND • CONNECT • PROTECT

A student may disclose a need to any faculty or staff member. You do not need to decide the accommodation. Your role is to respond supportively, protect privacy, and make a prompt, warm connection to the appropriate SU office.

1. LISTEN

Thank the student. Use a calm, supportive, and nonjudgmental tone.

2. CLARIFY

Ask only what is needed to understand the general type of help requested.

3. CONNECT

Offer a warm referral to OAA, OIE, SU Cares, or another relevant support office.

4. FOLLOW THROUGH

Implement OAA-approved accommodations and consult before changing them.

✓ What to Say

- “Thank you for letting me know. Support and accommodations are available.”
- “You do not need to share more details than you are comfortable sharing with me.”
- “OAA coordinates accommodation requests. With your permission, I can help connect you.”
- “If you believe you were treated unfairly or denied access, OIE can explain your rights and options.”

✗ What Not to Do

- Do not tell the student to withdraw, stop participating, or take leave.
- Do not promise a specific accommodation or decide medical documentation requirements.
- Do not ask for detailed medical information or discuss the matter with people who do not need to know.
- Do not deny, alter, or delay an OAA-approved accommodation without first consulting OAA.
- Do not retaliate or allow adverse treatment because the student requested help.

➔ Where to Connect the Student

- OAA: accommodation requests, individualized review, and implementation coordination.
- OIE: Title IX questions; discrimination, harassment, retaliation, or denial-of-access concerns.
- SU Cares: case management, emergency absences, and non-academic barriers or resource referrals.
- Student Health Services / Counseling Center: health or mental-health services within each office’s scope.
- Emergency or immediate safety concern: call 911 or SUPD.

☉ Privacy and Handoff

- Ask before initiating a warm handoff unless an emergency or University reporting obligation requires action.
- Share only information needed to complete the referral or implement an approved accommodation.
- Avoid requiring the student to repeat sensitive information unnecessarily.
- If you are uncertain about a reporting obligation, contact OIE promptly without making promises of confidentiality.
- Document only what is necessary within your office’s normal process.

QUICK DECISION RULE Accommodation need ▶ OAA | Discrimination / Retaliation ▶ OIE | Resource or crisis need ▶ SU Cares

KEY CONTACTS

Office of Access & Accommodations (OAA)
410-543-6087
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Office of Institutional Equity (OIE)
410-543-6426
equity@salisbury.edu

SU Cares
410-677-0022
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Why this matters: Title IX protects students from pregnancy-related discrimination and sex-based unequal treatment involving parental, family, or marital status. Maryland SB 420 requires SU to maintain a support plan with accommodations and referral resources.