

FACULTY AND STAFF GUIDANCE FOR SUPPORTING PREGNANT AND PARENTING STUDENTS

Office of Institutional Equity



Document Control

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Purpose

Provide faculty and academic administrators with concise, practical guidance for responding to pregnancy- and parenting-related requests while preserving student privacy and ensuring consistent referrals.

When a Student Requests Support

1. Listen respectfully and avoid requesting unnecessary medical or personal details.
2. Thank the student for raising the need and refer the student to OAA.
3. Implement accommodations communicated by OAA.
4. Contact OIE when a student reports discrimination, retaliation, or denial of equal access.

Suggested Faculty Language

Use immediately

"Thank you for letting me know. Salisbury University provides support and accommodations for pregnant and parenting students. The Office of Access and Accommodations can work with you to determine appropriate accommodations, and I will implement any approved accommodations communicated to me."

Faculty and Staff Should

- Maintain the student's privacy.
- Refer accommodation questions to OAA.
- Provide medically necessary academic adjustments as communicated by OAA.
- Consult OAA before denying or materially changing an approved accommodation.
- Refer discrimination or retaliation concerns to OIE.

Faculty and Staff Should Not

- Require a student to withdraw or take leave solely because of pregnancy.
- Exclude a student from a course, lab, clinical placement, internship, activity, or program solely because of pregnancy.
- Require detailed disclosure in front of classmates or colleagues.
- Discourage a student from requesting support.
- Retaliate against a student for requesting accommodations or reporting concerns.

Common Accommodation Areas

Area	Possible Support
Attendance	Medically necessary absences, schedule flexibility, or make-up opportunities.
Assignments and exams	Reasonable extensions, alternate dates, or comparable make-up work.
Labs and clinical experiences	Individualized safety review and reasonable adjustments.
Lactation	Reasonable breaks and access to appropriate space.
Leave and return	Voluntary leave and return consistent with applicable requirements.

Referral Contacts

OFFICE OF ACCESS AND ACCOMMODATIONS (OAA)

Role: Accommodation intake and implementation.

Phone: 410-543-6087

Email: accommodations@salisbury.edu

Website: OAA website - salisbury.edu/oaa

OFFICE OF INSTITUTIONAL EQUITY (OIE)

Role: Title IX questions and discrimination or retaliation complaints.

Phone: 410-543-6426

Email: equity@salisbury.edu

Website: Office of Institutional Equity (OIE)
salisbury.edu/equity

Revision History

Version	Date	Description of Change
1.0	October 1, 2026	Initial publication