

PREGNANT AND PARENTING STUDENT RIGHTS AND RESOURCES

Office of Institutional Equity



KNOW YOUR RIGHTS • ASK FOR SUPPORT • STAY CONNECTED

Pregnancy or parenting does not remove your right to participate in University programs and activities. You may ask any trusted SU employee or office for help. You do not need to know the correct office before reaching out.

1. ASK

Tell a trusted faculty or staff member you need support.

2. CONNECT

Contact OAA, OIE, SU Cares, or Student Health Services.

3. REVIEW

OAA will work with you individually on accommodation requests.

4. FOLLOW UP

Contact OIE if you experience discrimination, retaliation, or access barriers.

✓ Your Rights

Continue participating in classes, programs, activities, and employment opportunities without pregnancy-related discrimination.

- Request pregnancy-related accommodations or reasonable modifications.
- Receive medically necessary absences and a meaningful opportunity to make up missed work.
- Request lactation, housing, clinical, field-placement, or student-employment support when applicable.
- Be free from retaliation for requesting help or reporting a concern.

☉ Possible Accommodations

- Attendance modifications and medically necessary absences.
- Make-up work, adjusted deadlines, or rescheduled examinations.
- Changes involving seating, mobility, labs, practica, internships, or clinical experiences.
- Lactation breaks and access to appropriate space.
- Medically necessary leave and return to prior academic and extracurricular status.

➔ Start Here

- OAA: accommodation requests, individualized review, and implementation support.
- OIE: Title IX questions; discrimination, harassment, retaliation, or denial-of-access concerns.
- SU Cares: case management, emergency absences, and help with non-academic barriers or community resources.
- Student Health Services: on-campus health services and health-care referral information.
- Immediate health or safety emergency: call 911 or SUPD

★ Helpful Reminders

- You may ask any trusted SU employee or office for assistance.
- You do not need to share detailed medical information with faculty or staff who are not coordinating your accommodation.
- OAA may request documentation when reasonably necessary for an individualized accommodation review.
- Ask for help as early as you can, but you may request assistance at any time.
- External programs determine eligibility and service availability.

QUICK DECISION RULE Accommodations ▶ OAA | Discrimination / Retaliation ▶ OIE | Resources / Crisis ▶ SU Cares | Health Referral ▶ Student Health Services

KEY CONTACTS

Office of Access & Accommodations (OAA)
410-543-6087
accommodations@salisbury.edu

Office of Institutional Equity (OIE)
410-543-6426
equity@salisbury.edu

SU Cares
410-677-0022
SUCares@salisbury.edu

Student Health Services
410-543-6262
studenthealth@salisbury.edu

MORE RESOURCES: Visit the SU Pregnant and Parenting Student Support webpage for the full Plan, government-assistance programs, scholarships, adoption resources, health-care referrals, and additional campus contacts