

PREGNANT AND PARENTING STUDENT SUPPORT PLAN

Office of Institutional Equity



Document Control

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Effective October 1, 2026

Salisbury University is committed to supporting pregnant and parenting students and ensuring equal access to University programs, activities, opportunities, and services.

1. Purpose

Salisbury University (SU) is committed to fostering a discrimination-free educational environment in which pregnant and parenting students can participate fully in academic programs, employment opportunities, and student-life activities. This Plan coordinates institutional accommodations, support, referrals, and complaint-resolution pathways.

- Comply with Maryland Senate Bill 420, Chapter 734 (2026), and Maryland Education Article § 15-140.
- Support compliance with Title IX and other applicable federal and state requirements.
- Inform students of their rights, available accommodations, and campus and community resources.
- Establish coordinated responsibilities for OIE, OAA, Student Affairs, SU Cares, and other campus partners.

Scope of this Plan

This Plan provides information, referrals, accommodations, and reporting pathways. It does not replace applicable University policies or create rights beyond those established by law, University policy, or an approved accommodation.

2. Pregnant and Parenting Students: Definition and Rights

Definition under Maryland law

“Pregnant and parenting student” means a student enrolled at a public institution of higher education who: (1) is pregnant; (2) exercises care, custody, or control over a child of any age; or (3) shares parental responsibilities with someone in the same household or a different household. Md. Code Ann., Educ. § 15-140(a).

This definition determines eligibility for the information, referrals, and support addressed by this Plan. Applicable federal and state civil-rights laws and University policies determine whether particular conduct constitutes prohibited discrimination or retaliation.

Students may not be excluded from or treated differently because of pregnancy, childbirth, false pregnancy, termination of pregnancy, recovery from those conditions, or other circumstances protected by applicable law or University policy. University rules concerning parental, family, or marital status may not treat students differently on the basis of sex.

- Pregnancy and childbirth.
- False pregnancy, termination of pregnancy, and recovery from those conditions.
- Lactation and other pregnancy-related needs, as protected by applicable law or addressed through University accommodations and support practices.
- Requests for pregnancy-related accommodations or reasonable modifications.
- Parenting status where protected by applicable law or University policy.

3. Requesting Accommodations and Support

The Office of Access and Accommodations (OAA) is SU’s primary office for coordinating pregnancy-related accommodations, reasonable modifications, and support services. Students may request assistance at any time and are encouraged to contact OAA as early as practicable to support timely review and coordination.

Accommodation process

1. Contact OAA and request assistance.
2. Participate in an individualized review with OAA regarding the student’s needs.
3. OAA coordinates approved accommodations with relevant academic and administrative units.
4. OAA communicates approved accommodations and supports implementation.

Documentation

SU will not require medical documentation solely because a student is pregnant. Documentation may be requested when reasonably necessary to evaluate a specific accommodation or when comparable documentation is required of students with other temporary medical conditions. OAA will determine documentation requirements through an individualized review.

Examples of accommodations and reasonable modifications

- Medically necessary excused absences and opportunities to make up missed work.
- Reasonable adjustments to deadlines, examinations, attendance, participation, seating, clinical work, internships, practica, field experiences, or student teaching.
- Reasonable lactation breaks and access to appropriate lactation space.
- Reasonable housing or student-employment modifications, when applicable.

- A medically necessary leave of absence related to pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from those conditions, followed by reinstatement to the student's prior academic and extracurricular status, consistent with applicable Title IX requirements.
- Other individualized modifications necessary to ensure equal access.

Implementation questions

Faculty or staff should contact OAA before refusing, changing, or delaying an accommodation communicated by OAA.

4. University Coordination and Title IX Compliance

The Office of Institutional Equity (OIE) coordinates implementation of this Plan and processes complaints alleging pregnancy- or parenting-related discrimination, harassment, or retaliation. OIE provides education, advises campus partners, monitors institutional compliance, and coordinates periodic review. OAA remains responsible for accommodation intake, individualized review, and implementation coordination.

5. Salisbury University Contacts and Resources

Office Of Institutional Equity (OIE)

Role: Plan implementation coordination; Title IX compliance; education; policy guidance; and complaint assessment and resolution.

Phone: 410-543-6426

Email: equity@salisbury.edu

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

Office Of Access And Accommodations (OAA)

Role: Accommodation requests, individualized review, reasonable modifications, and implementation coordination.

Phone: 410-543-6087

Email: accommodations@salisbury.edu

Website: Office of Access and Accommodations (OAA) website – salisbury.edu/oaa

Su Cares (Case Management)

Role: Case management, crisis support, emergency absences, and assistance with non-academic barriers and referrals.

Phone: 410-677-0022

Email: SUCares@salisbury.edu

Website: SU Cares (Case Management) website - salisbury.edu/administration/student-affairs/su-cares

Student Health Services

Role: Health appointments, health education, and referrals to community healthcare providers.

Phone: 410-543-6262

Email: studenthealth@salisbury.edu

Website: Student Health Services website – salisbury.edu/health

Counseling Center

Role: Confidential mental-health services, crisis intervention, short-term treatment, and referrals.

Phone: 410-543-6070

Email: counseling@salisbury.edu

Website: Counseling Center website – salisbury.edu/counseling

Campus Housing and Residence Life

Role: Residential support and housing-related assistance. Housing accommodation requests are coordinated through OAA.

Phone: 410-543-6040

Email: house@salisbury.edu

Website: Campus Housing and Residence Life website – salisbury.edu/housing

Office of Financial Aid and Scholarships

Role: Financial-aid counseling and information about scholarships, grants, work-study, loans, and state aid.

Phone: 410-543-6165, option 4

Email: finaid@salisbury.edu

Website: Office of Financial Aid and Scholarships website – salisbury.edu/finaid

Division of Student Affairs

Role: Student support and coordination of services promoting educational and personal development.

Phone: 410-543-6080

Email: studentaffairs@salisbury.edu

Website: Division of Student Affairs website - salisbury.edu/administration/student-affairs

6. Government Assistance Programs

Maryland Education Article § 15-140(c)(2)(i) requires referrals to services that assist students regarding the availability of or eligibility for specified government assistance programs and other programs, scholarships, or subsidies for pregnant and parenting students.

- **Maryland WIC** - Nutrition education, breastfeeding support, healthy supplemental foods, and health referrals.
- **Maryland Child Care Scholarship Program** - Financial assistance with child-care costs for eligible Maryland families.
- **Maryland Medicaid** - Free or low-cost health insurance for eligible Maryland residents.
- **Maryland Children's Health Insurance Program, administered as the Maryland Children's Health Program (MCHP)** - Health coverage for eligible uninsured children under age 19.
- **Maryland Benefits** - Information about food, health, medical, and other benefit programs.

Students may contact SU Cares for assistance identifying relevant campus and community resources. Eligibility decisions are made by the administering agency or program, not by SU.

External resource notice

External agencies and programs determine eligibility for their services. SU provides referral information but does not determine eligibility or guarantee the availability of external services.

7. Adoption Resources

Students may request neutral information about or referrals to adoption resources. SU does not encourage or discourage any particular pregnancy outcome or parenting decision.

- **Maryland Department of Human Services:** Adoption and Guardianship - State adoption, guardianship, and referral information.

University offices do not provide legal advice. External agencies determine eligibility and service availability.

8. Healthcare Referral Network

SU provides information about on-campus and off-campus healthcare resources. Student Health Services can provide services within its scope and assist with referrals relating to prenatal care, postpartum care, lactation, pediatric care, reproductive healthcare, mental health services, and family wellness. External providers determine eligibility, availability, and scope of services.

- **Maryland Health Connection:** Maryland's official health-insurance marketplace and enrollment resource.

9. Parenting Student Resources

- Child-care resources and information about the Child Care Scholarship Program.
- Food and basic-needs assistance.
- Case management and crisis support through SU Cares.
- Mental-health services through the Counseling Center.
- Academic and housing accommodations through OAA.
- Financial aid information through the Office of Financial Aid and Scholarships.

10. Reporting Pregnancy- or Parenting-Related Discrimination

Students who believe they have experienced prohibited discrimination, harassment, retaliation, denial of equal access, or other adverse treatment related to pregnancy, related conditions, lactation, parenting status, or a request for accommodations should contact OIE. OIE will explain rights and options, assess the report, coordinate supportive measures when appropriate, and address the matter under the applicable University policy and procedure.

- Denial or interference with approved accommodations.
- Exclusion from a course, program, activity, internship, clinical placement, or employment opportunity.
- Different treatment based on pregnancy or a related condition.
- Harassment or retaliation connected to pregnancy, parenting, a request for support, or participation in a complaint process.

11. Protection Against Retaliation

Retaliation is prohibited against any person for requesting accommodations, seeking support, reporting discrimination, participating in an investigation or resolution process, or exercising rights protected by law or University policy. Reports of retaliation should be made to OIE.

12. Frequently Asked Questions

Do I need to leave school because I am pregnant?

No. Pregnancy alone is not a basis for exclusion. Contact OAA to discuss accommodations or reasonable modifications.

Where do I request accommodations?

Contact OAA. Requests may be made at any time, although early contact can support timely coordination.

Who decides which accommodations are appropriate?

OAA conducts an individualized review and coordinates approved accommodations with relevant units.

Will I always need medical documentation?

No. OAA determines whether documentation is reasonably necessary through an individualized review and applies documentation standards consistently with comparable temporary medical conditions.

Where do I report discrimination or retaliation?

Contact OIE.

Can I seek assistance if I am unsure what I need?

Yes. OAA, OIE, or SU Cares can help identify the appropriate pathway.

Can I receive resource information even if I do not need an accommodation?

Yes. SU Cares and other campus offices can connect students with campus and community resources.

13. Plan Administration and Review

OIE is the designated coordinating office for implementation oversight. OAA is the primary office for accommodation review and implementation coordination. Student Affairs and SU Cares coordinate complementary student support and referrals. OIE will coordinate annual review of legal requirements, contact information, referral resources, training materials, and implementation practices.

- Verify campus contacts and website links.
- Review federal and Maryland legal requirements.
- Review accommodation and referral procedures.
- Review government-assistance, adoption, and healthcare links.
- Document revisions and obtain required approval.

14. Legal Authority and Public Resources

- Maryland Senate Bill 420, Chapter 734 (2026)
- Title IX and Pregnancy or Parental Status - U.S. Department of Education
- Salisbury University Office of Institutional Equity
- Salisbury University Office of Access and Accommodations
- Salisbury University SU Cares

Approval and Administration

This Plan was developed to support compliance with Maryland Senate Bill 420, Public Institutions of Higher Education - Pregnant and Parenting Students - Plan and Reporting, Title IX, and applicable Salisbury University policies.

Document Owner: Office of Institutional Equity

Approval Signatures

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Date: _____

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Date: _____

Revision History

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1.0	October 1, 2026	Initial publication	VP for Inclusion, Access & Belonging