

SUPPORT FOR

Pregnant and Parenting Students

Rights, academic accommodations, and campus resources for students, faculty, and staff

Pregnancy or parenting responsibilities should not prevent a student from continuing their education. Cleveland State University is committed to equal access and to helping students identify practical, individualized support.

The Office for Protected Rights (OPR) can:

- Coordinate academic accommodations related to pregnancy, childbirth, recovery, and approved parenting circumstances.
- Work with students and instructors on implementation questions.
- Respond to concerns about discrimination, harassment, or retaliation.



START HERE
csuohio.edu/opr

CALL

216-687-2223

Main OPR office

EMAIL

OPR@csuohio.edu

Questions and appointments

VISIT

Administration Center 236

2300 Euclid Avenue

Evening and weekend urgent matters: 216-369-9445 (call or text)

A note about this guide

Title IX provides specific protections for pregnancy, childbirth, and related conditions. CSU also prohibits discrimination based on parental status and may provide individualized parenting-related support. Not every childcare conflict automatically results in an academic accommodation; contact OPR to discuss the circumstances.

What Title IX protects

Federal law and CSU policy work together to support educational access.

Title IX

Title IX prohibits discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. It also prohibits rules related to parental, family, or marital status that treat students differently based on sex.

A school receiving federal financial assistance must:

Equal participation Allow a pregnant student to continue participating in classes, programs, and activities unless an individualized health or safety determination supports a restriction.	Reasonable adjustments Provide adjustments when needed, such as seating changes, elevator access, restroom breaks, or other access-related modifications.
Medically necessary leave Excuse absences due to pregnancy or childbirth for as long as medically necessary and allow the student to return to the same academic status.	Opportunity to make up work Provide a fair opportunity to complete work, exams, participation points, or other course requirements missed during an excused pregnancy-related absence.

CSU also prohibits discrimination based on:

Pregnancy, sex, marital status, and parental status, among other protected characteristics. OPR administers CSU's nondiscrimination policies and helps students address barriers that may affect academic success.

Students should contact OPR for help with: • Pregnancy, prenatal care, childbirth, pregnancy loss, termination of pregnancy, or recovery. • Pregnancy-related complications, restrictions, or medically necessary absences. • Lactation needs or access to a private space. • Parenting or guardianship circumstances that are creating an academic barrier.	Faculty and staff should contact OPR when: • A student shares that pregnancy or parenting is affecting coursework. • An accommodation is unclear or appears to conflict with an essential course requirement. • A student reports unfair treatment, harassment, or retaliation. • You are unsure whether a concern belongs with OPR, Disability & Testing Services, CARE, or another office.
---	---

Possible academic supports

Accommodations are individualized and depend on the student's circumstances, course requirements, and timing.

Attendance Excused absences related to pregnancy, childbirth, recovery, or other circumstances approved by OPR.	Coursework Reasonable extensions for work affected by an approved absence, without late penalties when the accommodation is used properly.
Quizzes and exams Make-up or adjusted testing dates, or an early final when feasible and appropriate.	Class access Breaks, seating or access modifications, and limited remote or camera flexibility where appropriate for the course.
Schedule and enrollment Case-specific schedule adjustments, incomplete grades, or late withdrawal when appropriate and consistent with University processes.	Individual solutions Alternative assignments only when the original requirement cannot reasonably be completed; lactation and other case-specific arrangements may also be considered.
Essential requirements still matter An accommodation does not automatically remove essential learning outcomes, clinical or field-hour requirements, licensure standards, safety requirements, or accreditation rules. OPR will work with the student and academic program to identify available options.	

How the process works

1	Contact OPR	Reach out as early as possible. Urgent or unexpected situations can still be discussed.
2	Meet with OPR	Explain how pregnancy or parenting circumstances are affecting courses, attendance, exams, or deadlines.
3	Identify support	OPR reviews the situation, determines appropriate support, and explains whether documentation is needed.
4	Receive an accommodation notice	OPR communicates approved accommodations and the effective period to the student and relevant faculty or staff.
5	Communicate and follow up	The student and instructor coordinate implementation. Questions or concerns should be brought back to OPR promptly.

Students, faculty, and staff each have a role

Clear communication helps accommodations work as intended while preserving academic standards.

Student responsibilities

- Contact OPR and notify instructors as soon as reasonably possible when an accommodation will be used.
- Identify the assignment, exam, or class meeting affected and provide a realistic completion or return date when possible.
- Complete course requirements unless OPR has approved an alternative or other adjustment.
- Use accommodations only when needed and remain in regular communication with faculty.
- Tell OPR promptly when an accommodation is not working or circumstances change.

Faculty and staff responsibilities

- Implement written OPR accommodations promptly and consistently.
- Do not ask the student to explain the underlying reason or provide medical details directly to you.
- Do not assess late penalties for work submitted within an approved OPR extension; grade the work as though it was submitted on time.
- Contact OPR before denying, changing, or limiting an accommodation.
- Protect the student's privacy and share information only with people who need it to implement support.

Documentation and privacy

Send documentation questions to OPR

OPR will tell the student if documentation is needed. Faculty and staff generally receive the accommodation instructions, not the student's diagnosis, medical records, or personal history. A student may choose to share more, but should not be pressured to do so.

When an accommodation raises an academic concern

Contact OPR promptly

Explain the course requirement, the concern, and any timing or safety issue. OPR can discuss implementation, clarify expectations, and explore another reasonable approach when necessary.

Continue approved support

Unless there is an immediate safety concern or OPR directs otherwise, do not suspend or postpone an approved accommodation while waiting for clarification.

OPR takes faculty concerns seriously and works to preserve essential course and program requirements while providing legally required and University-approved support.

Students have the right to seek support without being singled out

OPR can help resolve accommodation problems and respond to discrimination, harassment, or retaliation.

Privacy in practice

OPR limits disclosure to information needed to arrange and implement support. Instructors are generally told what accommodation applies, not why the student needs it. Complete confidentiality cannot be promised when information must be shared to provide support or address a report, but disclosure is limited to those with a legitimate need to know.

Examples of concerns to report to OPR

Pressure to leave Being told to withdraw, change programs, or stop participating because of pregnancy or related conditions.	Denied make-up work Being refused an opportunity to complete work or participation missed during a medically necessary pregnancy- or childbirth-related absence.
Penalties Receiving late penalties, attendance penalties, or a lower grade for properly using an approved OPR accommodation.	Exclusion Being removed from a class, lab, clinical, activity, or opportunity without an individualized and supportable reason.
Harassment or stereotyping Comments, jokes, unwanted questions, or assumptions based on pregnancy, sex, marital status, or parental status.	Retaliation Negative treatment because a student requested accommodations, contacted OPR, or reported discrimination.

OPR and Disability & Testing Services have different roles

Office for Protected Rights (OPR) Coordinates pregnancy and parenting accommodations, Title IX support, and concerns involving discrimination, harassment, or retaliation.	Disability & Testing Services (ODTS) Evaluates disability accommodations when a pregnancy-related medical condition substantially limits a major life activity or when ongoing disability support is needed.
--	--

Not sure where to begin? Contact OPR. The office can help route the concern to the appropriate CSU resource.

Office for Protected Rights contacts

Contact the office for accommodations, implementation questions, or concerns about unfair treatment.

LaJuan N. Flores, M.Ed., SPHR

Director and Title IX Coordinator

l.n.flores52@csuohio.edu

Lekisha Rogers, M.Ed.

Assistant Director and Deputy Title IX Coordinator

l.l.rogers@csuohio.edu

Main office: 216-687-2223 | OPR@csuohio.edu | Administration Center, Room 236 | 2300 Euclid Avenue

CAMPUS RESOURCES

Student Resource Center - Lactation Spaces

Berkman Hall 271. For current lactation-room locations and access information, contact Evie DuVernay, Program Director of the Student Resource Center, or the Division of Student Belonging and Success.

Evie DuVernay: 216-687-5539 | c.duvernay@csuohio.edu

Student Belonging and Success: 216-687-2048 |

studentbelonging@csuohio.edu

Disability & Testing Services

Rhodes Tower West 210. Disability accommodations and testing services.

216-687-2015 | ods@csuohio.edu

CARE at CSU

Student Center 319. Navigation, referrals, advocacy, and support when life circumstances become difficult to manage.

216-875-9787 | MagnusACTS@csuohio.edu

CSU Health Clinic

College of Health, Room 205. In-person and virtual health services. 440-592-1900

Counseling Center

Confidential mental-health support for CSU students.

216-687-2277

Lift Up Vikes!

Food pantry and resource center in Berkman Hall, Rooms 122 and 148.

216-687-5105 | liftupvikes@csuohio.edu

COMMUNITY AND RIGHTS RESOURCES

Louise C. Stokes Scholar House

Affordable housing and wraparound services for qualifying student parents. Availability and eligibility may change.

Cuyahoga County Child Care Assistance

Help paying for child care for eligible families who are working or attending school.

1-844-640-6446

First Year Cleveland Resource Directory

Local health, food, child care, and family-support resources for pregnant people and parents of young children.

National Women's Law Center

Plain-language information about pregnant and parenting students' rights.



CSU OPR



Federal Title IX rights

Official sources reviewed for this update

[CSU Office for Protected Rights](#) • [U.S. Department of Education: Title IX and Pregnancy or Parental Status](#) • [U.S. Department of Education: Know Your Rights](#) • [CSU Disability & Testing Services](#) • [CSU CARE](#) • [CSU Student Resource Center & Student Belonging and Success](#)

Information is general and may not address every situation. Contact OPR for current, individualized guidance.