RESOURCES

- For guidance, information, and support, students can contact the Student Parent Help Center and employees can contact Human Resources.
- For information about public lactation spaces on the University’s campuses, visit lacspaces.umn.edu.
- For disability-related accommodations, contact the Disability Resource Center.
- To report discrimination or harassment on the basis of pregnancy or breastfeeding, or to report a failure to receive needed accommodations related to pregnancy or breastfeeding, contact the Office of Equal Opportunity and Affirmative Action.
- For confidential personal support, students can contact Student Counseling Services or Boynton Mental Health, and employees can contact the Employee Assistance Program.

RELATED UNIVERSITY POLICIES

- Equity, Diversity, Equal Opportunity and Affirmative Action
- Makeup Work for Legitimate Absences
- Teaching and Learning: Student Responsibilities
- Paid Medical Leave and Disability Benefits for Faculty and Academic Professional and Administrative Employees
- Family and Medical – FMLA Leave
- Parental Leave for Employees
Federal law, state law, and University of Minnesota policy prohibit discrimination and harassment based on pregnancy, childbirth, breastfeeding, and related medical conditions. Discrimination could include:

- treating an individual less favorably because they are pregnant or breastfeeding or because of pregnancy or breastfeeding related accommodations;
- failing to provide accommodations related to pregnancy, childbirth, or breastfeeding; or
- harassing an individual because of pregnancy or breastfeeding.

**ABSENCES**

In accordance with applicable law, the University excuses medically necessary absences due to pregnancy, childbirth, or breastfeeding.

- Individuals are not required to provide medical verification for their absences due to pregnancy, childbirth, or breastfeeding unless medical verification is required for other temporary medical conditions.
- Students absent for medically necessary reasons related to pregnancy, childbirth, or breastfeeding must be allowed to return to the same academic status as before the absence and to make up missed work, including any missed participation-related points or credit. Instructors’ rules about attendance and make-up work generally cannot override these legal accommodation requirements.
- Employees absent for medically necessary reasons related to pregnancy, childbirth, or breastfeeding may have additional leave rights and benefits under the Family and Medical Leave Act.

**ACCOMMODATIONS**

Pregnant and breastfeeding individuals must be afforded at least the same opportunities, services, and reasonable accommodations as others with temporary medical conditions.

Accommodations to consider for pregnant and breastfeeding individuals include:

- additional or longer breaks;
- temporary access to elevators;
- temporary modification to work space (e.g., seating);
- temporary modification to assignments;
- extension for assignments; and
- schedule changes.

Available accommodations may depend on course and/or job requirements.

Individuals are not required to provide medical verification for their pregnancy or breastfeeding-related accommodation requests unless medical verification is also required for accommodations requests for other temporary medical conditions. In addition, employees are not required to provide medical documentation if requesting more frequent restroom, food, or water breaks; seating accommodations; or weight restrictions on lifting.

Breastfeeding individuals must be afforded the following accommodations:

- reasonable breaks to express breast milk;
- excused absences from class, work, or field experiences as necessary to allow expression of breast milk; and
- reasonably accessible, private spaces with an electrical outlet in which to express breast milk, ideally with a chair, lockable door, nearby sink and space for storing milk.