U.S. Department of Education
Office for Civil Rights

2024 TITLE IX REGULATIONS:

Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status

September 2024

On January 9, 2025, a federal district court issued a decision vacating the 2024 Final Rule. Consistent with the court's order, the 2024 Title IX regulations and this resource are not effective in any jurisdiction.

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A. OVERVIEW

1. What is Title IX? (20 U.S.C. 1681; 34 C.F.R. §§ 106.2, 106.21(c), 106.40, 106.57)

Title IX of the Education Amendments of 1972 (Title IX) is a Federal civil rights law that prohibits discrimination on the basis of sex in all public and private schools, school districts, colleges, and universities that are recipients of Federal funding (schools).[1] Title IX protects students, employees, and applicants for admission or employment from discrimination based on pregnancy or related conditions, and from sex-based different treatment related to parental, family, or marital status.

On April 29, 2024, the U.S. Department of Education published changes to its Title IX regulations that went into effect on August 1, 2024 (2024 Title IX regulations).[2] This resource describes the requirements related to pregnancy or related conditions and parental, family, or marital status under the 2024 Title IX regulations.

The Department notes that there may be Federal, State, or local laws or regulations that include rights for individuals related to pregnancy or related conditions, or parental, family, or marital status, beyond those in the 2024 Title IX regulations. Nothing in the 2024 Title IX regulations prevents a school from complying with another Federal, State, or local law or regulation as long as compliance would not conflict with any requirement in Title IX or its regulations.

[1] A school that is controlled by a religious organization is exempt from a requirement of Title IX when the law's requirements would conflict with the organization's religious tenets. 20 U.S.C. 1681(a)(3); 34 C.F.R. § 106.12(a).

[2] Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 89 Fed. Reg. 33,474 (Apr. 29, 2024).

2. Who does Title IX protect? (20 U.S.C. 1681)

Title IX protects any person, including a student, employee, or applicant for admission or employment, from sex discrimination in school.

3. What does "pregnancy or related conditions" include? (34 C.F.R. §§ 106.2, 106.21(c), 106.40(b), 106.57)

Title IX protects against discrimination based on "pregnancy or related conditions." The 2024 Title IX regulations define "pregnancy or related conditions" as: (1) pregnancy, childbirth, termination of pregnancy, or lactation; (2) medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (3) recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions. Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation include, but are not limited to: pregnancy-related fatigue; dehydration (or the need for increased water intake); nausea (or morning sickness); increased body temperature; anemia; and bladder dysfunction; gestational diabetes; preeclampsia; hyperemesis gravidarum (severe nausea and vomiting); pregnancy induced hypertension (high blood pressure); infertility; recovery from childbirth, miscarriage, or abortion; ectopic pregnancy; prenatal or postpartum depression; and lactation conditions, such as swelling or leaking of breast tissue or mastitis. The Department interprets "termination of pregnancy" to include, for example, abortion,[3] miscarriage, or stillbirth. Additionally, the prohibition against discrimination based on pregnancy or related conditions includes current, potential, or past pregnancy or related conditions.

[3] Consistent with 20 U.S.C. 1688, Title IX does not require schools to provide or pay for benefits or services related to, or use facilities for, abortions, even when the denial could otherwise be construed as discriminatory based on sex. By contrast, Title IX's nondiscrimination mandate at 20 U.S.C. 1681 requires schools to provide or pay for benefits or services for pregnancy or related conditions, including miscarriage, other than abortion, if not providing them would discriminate based on sex.

The Department's scope of coverage for "pregnancy or related conditions" in the 2024 Title IX regulations clarifies the regulations' longstanding prohibition of discrimination on the bases of pregnancy, childbirth, termination of pregnancy, and recovery, dating back to 1975.

4. How does Title IX apply to "parental status"? (34 C.F.R. §§ 106.2, 106.21(c)(2)(i), 106.40(a), 106.57(a)(1))

Title IX prohibits a school from discriminating based on sex against a student, employee, or applicant for admission or employment, including by treating them differently related to their parental status (e.g., treating mothers more or less favorably than fathers). Title IX's prohibition on discrimination extends to current, potential, or past parental status.

For purposes of Title IX's nondiscrimination protection, a student, employee, or applicant for admission or employment has "parental status" in connection with a minor or a person who cannot care for themselves because of a physical or mental disability, if the student, employee, or applicant is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; someone who acts in place of a parent (such as a sibling who cares for a minor sibling); or someone actively seeking legal custody, guardianship, visitation, or adoption.

5. Does Title IX prohibit discrimination based on menstruation? (34 C.F.R. § 106.10)

Yes. Discrimination based on menstruation, perimenopause, menopause, or their related conditions is sex discrimination under Title IX. Depending on the situation, such discrimination can overlap or fall within the scope of discrimination based on pregnancy or related conditions, or within other bases of prohibited sex discrimination, such as sex stereotypes.

6. How can a person notify a school about their pregnancy or related conditions? (34 C.F.R. § 106.40(b)(3))

A person who chooses to notify a school about their pregnancy or related conditions can do so by speaking to, emailing, or otherwise contacting the Title IX Coordinator at any time. It is completely up to each person to decide whether and when they want to notify a school of their pregnancy or related conditions. However, until a person notifies the school, the school may not be obligated to take certain actions.

7. How must a school protect personal information it obtains through its Title IX compliance? (34 C.F.R. § 106.44(j))

Any personal information that a school gets as part of its Title IX compliance generally cannot be shared. This includes information about a student's or an employee's pregnancy or related conditions and information regarding requests for reasonable modifications or leave. There are some limited exceptions that allow a school to share personal information, which are:

- When the school has obtained prior written consent from a person with the legal right to consent to the disclosure;
- When the information is shared with a parent, guardian, or other authorized legal representative with the legal right to receive disclosures on behalf of the person whose personal information is at issue;
- To carry out the purposes of Title IX, including actions taken to address conduct that reasonably may constitute sex discrimination;
- As required by Federal law, Federal regulations, or the terms and conditions of a Federal award, including a grant award or other funding agreement; or
- To the extent such disclosures do not otherwise conflict with Title IX or its implementing regulations, when required by State or local law or when permitted under the Family Educational Rights and Privacy Act (FERPA) or its implementing regulations.

8. What training must school employees have concerning discrimination related to pregnancy or related conditions? (34 C.F.R. § 106.8(d))

A school must train all school employees on what to do if:

- A student (or person with the legal right to act on behalf of the student) tells the employee the student is pregnant or experiencing pregnancy-related conditions; or
- An employee has information from any source about conduct that reasonably may constitute sex discrimination, including discrimination related to pregnancy or related conditions.

A school must also train its Title IX Coordinator on:

- The Title IX Coordinator's responsibility to coordinate steps the school must take for students because of pregnancy or related conditions, including providing pregnancy-related reasonable modifications, voluntary leave, reinstatement, and access to a lactation space; and
- Any other training necessary to coordinate the school's compliance with Title IX.[4]

For additional information on Title IX Coordinator training requirements, see 2024 Title IX Regulations: Impact on Title IX Coordinator Duties.

[4] Section 106.8(d) of the 2024 Title IX regulations also includes other training requirements, which are not summarized here.

B. APPLICANTS FOR ADMISSION

1. What type of discrimination against applicants for admission does Title IX prohibit related to pregnancy or related conditions and parental, family, or marital status? (34 C.F.R. § 106.21(c))

A school must not discriminate based on sex, including by:

- Discriminating against an applicant based on pregnancy or related conditions. Prohibited pregnancy discrimination can overlap with other bases of sex discrimination, such as discrimination based on sex stereotypes or sex characteristics.
- Treating an applicant for admission differently based on sex related to their parental status (e.g., treating mothers more or less favorably than fathers), family status (e.g., treating women who care for a child or an aging parent more or less favorably than men who care for a child or an aging parent), or marital status (e.g., treating married women more or less favorably than married men).
- Treating an applicant's pregnancy or related conditions in a different manner or under different policies than any other temporary medical conditions.
- Punishing or retaliating against an applicant for exercising a right under Title IX, such as seeking to be treated in the same manner as an applicant with a temporary medical condition.

2. Can a school ask an applicant about their marital status? (34 C.F.R. § 106.21(c)(2)(iii))

A school must not ask an applicant about their marital status during the admissions process.

C. STUDENTS

1. What type of discrimination against students does Title IX prohibit related to pregnancy or related conditions and parental, family, or marital status? (34 C.F.R. § 106.40)

A school must not discriminate based on sex, including by:

- Discriminating against a student based on pregnancy or related conditions. Prohibited pregnancy discrimination can overlap with other bases of sex discrimination such as discrimination based on sex stereotypes or sex characteristics.
- Treating a student differently based on sex related to their parental status, family status, or marital status.
- Punishing or retaliating against a student for exercising a right under Title IX, such as seeking pregnancy-related leave or access to a lactation space.

A school must also take specific actions related to students based on pregnancy or related conditions, such as providing reasonable modifications, voluntary leave, reinstatement, and access to a lactation space. These duties are explained in more detail below.

2. What happens if a school employee other than the Title IX Coordinator learns about a student's pregnancy or related condition? (34 C.F.R. §§ 106.40(b)(2), 106.44(c))

The employee's obligation depends on what the employee is told and who their source is.

- If a student (or person with the legal right to act on behalf of the student) informs any employee of the student's pregnancy or related condition, the employee must promptly:
  - Provide the student (or person with the legal right to act on behalf of the student) with the Title IX Coordinator's contact information; and
  - Tell the student (or person with the legal right to act on behalf of the student) that the Title IX Coordinator can coordinate specific actions that the student is entitled to under Title IX.
- An employee does not have to take the steps above if:
  - They learn about the student's pregnancy from a person who is not the student or someone with the legal right to act on behalf of the student; or
  - The employee reasonably believes the Title IX Coordinator has been notified of the student's pregnancy or related conditions.

Additionally, if an employee has information from any source about conduct that reasonably may constitute sex discrimination—for example, that a student is being denied pregnancy-related rights or being harassed by other students based on pregnancy—the employee has a separate obligation under Title IX to take steps depending on the employee's specific role and school as follows:

- An elementary school or secondary school employee, who is not a confidential employee,[5] must notify the Title IX Coordinator.
- An employee of a postsecondary institution (or of another recipient of Federal funds that is not an elementary school or secondary

[5] A "confidential employee" means: (1) an employee of a school whose communications are privileged or confidential under Federal or State law. The employee's confidential status, for purposes of the 2024 Title IX Regulations, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies; (2) an employee of a school whom the school has designated as confidential under this part for the purpose of providing services to persons related to sex discrimination. If the employee also has a duty not associated with providing those services, the employee's confidential status is only with respect to information received about sex discrimination in connection with providing those services; or (3) an employee of a postsecondary institution who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination—but the employee's confidential status is only with respect to information received while conducting the study. 34 C.F.R. § 106.2.

school), who is not a confidential employee and who either has authority to institute corrective measures on behalf of the school or has responsibility for administrative leadership, teaching, or advising in the school's education program or activity, must notify the Title IX Coordinator. Any other employees of a postsecondary institution (or of another recipient of Federal funds that is not an elementary school or secondary school) may either:

1. Notify the Title IX Coordinator; or
2. Provide, to the person who provided the employee with the underlying information that may reasonably constitute sex discrimination, information about how to contact the Title IX Coordinator and make a complaint of sex discrimination.[6]

- A confidential employee at any school must explain to the person who provided the employee with the underlying information that may reasonably constitute sex discrimination:
  1. That the employee is a confidential employee and the circumstances in which the employee is not required to notify the Title IX Coordinator;
  2. How to contact the Title IX Coordinator and how to make a complaint of sex discrimination; and
  3. That the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the school's grievance procedures.

3. How can a student get pregnancy-related reasonable modifications, leave, reinstatement, and access to a lactation space? (34 C.F.R. § 106.40(b)(3))

The student (or person with the legal right to act on behalf of the student) begins the process by telling their Title IX Coordinator that the student is pregnant or has a pregnancy-related condition.

Once the student (or person with the legal right to act on behalf of the student) tells the Title IX Coordinator of the student's pregnancy or related condition, the school must promptly and effectively take the following steps:

- Tell the student (and, if applicable, the person with the legal right to act on behalf of the student) about the school's responsibilities to pregnant students, including its obligation to respond to sex discrimination and limit sharing of private information, and provide the school's notice of nondiscrimination.
- Make reasonable modifications to the school's policies, practices, or procedures.
- Let the student voluntarily access other parts of the school's education program or activity that are separate and comparable to the general program or activity.
- Let the student voluntarily take a leave of absence and be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began.
- Ensure the student can access a lactation space.
- Ensure the school does not request supporting documentation from the student unless doing so is necessary and reasonable to determine reasonable modifications or other steps.

Additionally, if the Title IX Coordinator has information about conduct that reasonably may constitute sex discrimination from any person (for example, that a student is being denied pregnancy-related rights or being harassed by other students because of their pregnancy or related condition), the Title IX Coordinator must comply with further requirements described in 2024 Title IX Regulations: Impact on Title IX Coordinator Duties.

[6] A school must adopt, publish, and implement grievance procedures for students, employees, or other individuals who are participating or attempting to participate in the school's education program or activity to file complaints of sex discrimination, including discrimination based on pregnancy or related conditions or sex-based different treatment related to parental, family, or marital status. 34 C.F.R. § 106.8(b)(2).

4. What is a "reasonable modification," and what are some examples? (34 C.F.R. § 106.40(b)(3)(ii))

"Reasonable modifications" are changes in the educational environment or adjustments to the way things are usually done at a school.

Some examples of reasonable modifications under Title IX may include:

- Additional, longer, or more flexible breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom;
- Intermittent absences to attend medical appointments;
- Access to online, remote, or homebound education;
- Changes in schedule or course sequence;
- Extensions of time for coursework and rescheduling of tests and examinations;
- Allowing a student to sit or stand, or carry or keep water nearby;
- Counseling;
- Changes in physical space or supplies (for example, access to a larger desk or a footrest);
- Elevator access; or
- Other changes to policies, practices, or procedures.

This list just provides some examples; many other reasonable modifications may exist. A student may need different modifications at different times throughout their pregnancy or while experiencing pregnancy-related conditions. Also, different students who are pregnant or experiencing pregnancy-related conditions may need different reasonable modifications depending on the students' specific needs.

5. How is a reasonable modification determined? (34 C.F.R. § 106.40(b)(3)(ii)(A)-(B))

Each reasonable modification must be based on the student's individualized needs and include the student's input. A student may accept or decline any modification the school offers. If the student accepts a reasonable modification, the school must implement that modification.

If there is more than one reasonable modification that would address a student's specific need, then the school may choose whether to offer just one or multiple reasonable modifications to the student. If the student declines an offered modification, the school is not required to offer other modifications for that need. The school would, however, still have to offer reasonable modifications to meet new or additional needs.

A modification that would fundamentally alter the nature of the school's education program or activity is not a reasonable modification. It is the school's burden to demonstrate that a modification would be a fundamental alteration.

6. What kind of modification would fundamentally alter a school's education program or activity? (34 C.F.R. § 106.40(b)(3)(ii)(A))

Demonstrating that a modification would fundamentally alter a school's program or activity is a rigorous standard to meet. Generally, a modification that would waive academic requirements would fundamentally alter the nature of a school's program or activity, while a modification that provides a student another way to comply with academic requirements or to participate in a school's program or activity would not. For example, a student's request to waive their entire senior year and graduate without those credits would likely be a fundamental alteration in the nature of a school program. However, the school would still be required to offer reasonable modifications that would not be a fundamental alteration, which could include allowing the student to complete the required number of credits at a slower pace or granting an extension to complete certain tests or assignments.

7. How long can a student take a leave of absence, and what happens when the student returns? (34 C.F.R. § 106.40(b)(3)(iv))

At minimum, a student may take a voluntary leave of absence for the time the student's healthcare provider determines is needed. If a school has a policy that gives students leave for a longer time, and the student qualifies for leave under that policy, then the school must permit the student to take leave under that policy instead, if the student chooses.

When a student returns to school, the school must return the student to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began.

A school may not require a student to withdraw and reapply to be granted a leave of absence due to pregnancy or related conditions, even if the requested leave would occur before the school year starts or in the first few weeks of classes.

8. Can a student voluntarily participate in another portion of the school program because of their pregnancy or related conditions? (34 C.F.R. § 106.40(b)(3)(iii))

Yes. It is not sex discrimination when a school allows a student, based on pregnancy or related conditions, to voluntarily participate in a separate and comparable portion of its education program or activity. To the extent that such an option for participation exists at a school, the school must allow the student to take it if they want.

9. What type of lactation space must a school provide to a student, and what if a student needs something additional related to lactation? (34 C.F.R. § 106.40(b)(3)(ii), (3)(v))

A school must ensure that a student can access a lactation space that is:

- Clean;
- Shielded from view;
- Free from the intrusion of other people;
- Capable of being used by a student for expressing breast milk or breastfeeding as needed; and
- Not a bathroom.

If a student needs additional changes in the school environment related to lactation, a school must consider those as possible reasonable modifications. In addition to the lactation space, nothing in the Title IX regulations prevents a student from expressing breast milk or breastfeeding outside of the school's designated lactation spaces if State or local laws allow it.

If a student is already allowed to bring their child onto school grounds (e.g., through onsite childcare, a school's visitor policy, or a State or local law), they may use lactation spaces for breastfeeding instead of pumping.

10. When must a school treat a student's pregnancy or related conditions the same as other temporary medical conditions? (34 C.F.R. § 106.40(b)(4))

As long as doing so is consistent with a school's other requirements above (including providing pregnancy-related reasonable modifications, leave, reinstatement, and lactation space), a school must treat pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy the school administers, operates, offers, or participates in with respect to its admitted students.[7]

For example, if a school maintains a medical policy that provides breaks to students with temporary medical conditions that is more generous (such as providing longer or more frequent breaks) than what it has provided to the pregnant student as a reasonable modification, the school must apply this more generous policy to the pregnant student. If its policy for non-pregnancy-related temporary medical conditions is less generous than what it is required to provide to the pregnant student as a reasonable modification, however (for example, by not allowing breaks except in emergency circumstances), the school must not apply this policy to the pregnant student because it would deprive the student of rights under Title IX.

[7] As discussed in footnote 3, Title IX does not require schools to provide or pay for benefits or services related to, or use facilities for, abortions, even when the denial could otherwise be construed as discriminatory based on sex. 20 U.S.C. 1688.

11. Does Title IX require a student to provide documentation about their pregnancy or related conditions? (34 C.F.R. § 106.40(b)(3)(vi), (b)(5))

No. Title IX does not require a student to provide documentation for their school to take specific actions that the student is entitled to under Title IX. And a school cannot require such documentation, except in these limited circumstances:

- If the documentation is for the purpose of providing a student with reasonable modifications, leave, reinstatement, or access to lactation space, a school may request such documentation only when necessary and reasonable for the school to determine the reasonable modifications or other steps to take. A school can ask for no more documentation than is sufficient to confirm—in a manner that is fair to the student under the circumstances—that a student has a need related to pregnancy or related conditions that requires the school's action.

  Examples of situations when requiring documentation is not necessary or reasonable include:
  - When the student's need for a specific action is obvious, such as when a student who is pregnant needs a bigger uniform;
  - When the student has previously provided the school with sufficient documentation;
  - When the reasonable modification at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom;
  - When the student has lactation needs; or
  - When the specific action is available to students for reasons other than pregnancy or related conditions without submitting documentation.

  In most cases, moving forward based on the student's own explanation of their need without asking the student for documentation will be easiest for the student and the fastest way to meet their needs. Schools should note that documentation may be difficult for students to obtain, especially early in pregnancy.

- If the documentation is for the purpose of determining whether a student can participate in a class, program, or extracurricular activity generally, a school may request such documentation if:
  - The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
  - The school requires the same certification of all students participating in the class, program, or extracurricular activity; and
  - The school does not use the information for sex discrimination.

D. EMPLOYEES AND APPLICANTS FOR EMPLOYMENT

1. What type of discrimination against employees and applicants for employment does Title IX prohibit related to pregnancy or related conditions and parental, family, or marital status? (34 C.F.R. § 106.57)

A school must not discriminate on the basis of sex, including by:

- Discriminating against an employee or applicant based on pregnancy or related conditions. Prohibited pregnancy discrimination can overlap with other bases of sex discrimination, such as discrimination based on sex stereotypes or sex characteristics.
- Treating an employee or applicant for employment differently based on sex related

to their parental status, family status, or marital status.
- Punishing or retaliating against an employee or applicant for employment for exercising a right under Title IX, such as seeking pregnancy-related leave or access to a lactation space.

A school must:
- Treat pregnancy or related conditions the same as any other temporary medical condition for all job-related purposes, including commencement, duration, and extensions of leave; payment of disability income; accrual of seniority and any other benefit or service; reinstatement; and under any fringe benefit offered to employees by virtue of employment.[8]
- Treat pregnancy or related conditions as a justification for a voluntary leave of absence without pay for a reasonable period of time if the school does not have an employee leave policy or if an employee has insufficient leave or accrued employment time to qualify for such a policy.
- At the end of a voluntary leave of absence because of pregnancy or related conditions, reinstate the employee to the status held when the leave began or to a comparable position without a decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.
- Provide an employee reasonable break time to express breast milk or breastfeed as needed.
- Ensure an employee can access a lactation space as needed.

[8] As discussed in footnote 3, Title IX does not require schools to provide or pay for benefits or services related to, or use facilities for, abortions, even when the denial could otherwise be construed as discriminatory based on sex. 20 U.S.C. 1688.

2. What type of lactation time and space must a school provide for employees? (34 C.F.R. § 106.57(e))

A school must provide an employee with reasonable break time to express breast milk or breastfeed as needed. A school also must ensure that an employee can access a lactation space that is:

- Clean;
- Shielded from view;
- Free from the intrusion of other people;
- Capable of being used by an employee for expressing breast milk or breastfeeding as needed; and
- Not a bathroom.

For the provision of lactation space to be effective, a school must ensure not only that an appropriate lactation space is available but also that it is accessible to the employees who need it in the reasonable break time they must use it. If the lactation space is so far from an employee's workstation, office, or classroom that the employee cannot reasonably get there and back, breastfeed or pump, and store their expressed milk in the time given, that space is not accessible to the employee.
In addition to the lactation space, nothing in the Title IX regulations prevents an employee from expressing breast milk or breastfeeding outside of the school's designated lactation spaces if State or local laws allow it.

If an employee is already allowed to bring their child onto school grounds (e.g., through onsite childcare, a school's visitor policy, or a State or local law), they may use lactation spaces for breastfeeding instead of pumping.

3. Can a school ask an applicant for employment about their marital status? (34 C.F.R. § 106.60)

A school must not ask an applicant for employment about their marital status during the hiring process.

E. OTHER TOPICS

1. What other Federal laws may apply to students, employees, and applicants for admission or employment related to pregnancy or related conditions and parental, family, or marital status?

Other laws that apply to students, employees, and applicants for admission or employment related to pregnancy or related conditions and parental, family, or marital status, may include:

- Section 504 of the Rehabilitation Act of 1973 (Section 504) (enforced by the Department's Office for Civil Rights (OCR) and the U.S. Department of Justice (DOJ)), which:
  - Protects individuals with disabilities from discrimination based on disability in any program or activity operated by recipients of Federal funds.
  - Some pregnancy-related conditions may be disabilities under this law, but pregnancy itself is not a disability under Section 504.
- The Americans with Disabilities Act (ADA) (the Equal Employment Opportunity Commission (EEOC) enforces Title I of the ADA; OCR and DOJ both enforce Title II of the ADA; and DOJ enforces Title III of the ADA), which:
  - Protects individuals with disabilities from discrimination based on disability by certain employers (Title I); by public entities, including public schools (Title II); and by certain private entities (Title III).
  - Some pregnancy-related conditions may be disabilities under this law, but pregnancy itself is not a disability under the ADA.
- The Pregnant Workers Fairness Act (PWFA) (enforced by the EEOC), which:
  - Requires covered employers to provide reasonable accommodations to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship.

- Title VII of the Civil Rights Act of 1964 (enforced by the EEOC), which:
  - Protects employees from discrimination based on pregnancy, childbirth, or related medical conditions; and
  - Requires covered employers to treat workers affected by pregnancy, childbirth, or related medical conditions the same as others similar in their ability or inability to work.
- The Family and Medical Leave Act (FMLA) (enforced by the U.S. Department of Labor), which:
  - Provides covered employees with unpaid, job-protected leave for certain family and medical reasons.
- The PUMP Act (Providing Urgent Maternal Protections for Nursing Mothers Act) (enforced by the U.S. Department of Labor), which:
  - Broadens workplace protections for employees to express breast milk at work.

2. What if I have additional questions about the information in this resource?

If you have any questions or would like technical assistance, please contact the OCR office serving your State or territory by using the list of OCR offices.

If you require language assistance, you may contact OCR by calling 1-800-USA-LEARN (1-800-872-5327) (TTY: 1-800-877-8339) or email Ed.Language.Assistance@ed.gov. To request documents in alternate formats such as Braille or large print, please contact the Department at 202-260-0818 or ofo_eeos@ed.gov. You may also contact OCR's Customer Service Team at 1-800-421-3481 or at OCR@ed.gov.

Anyone who believes that a school has engaged in discrimination may file a complaint with OCR. Information about filing a complaint with OCR, including a link to the online complaint form, is available at How to File a Discrimination Complaint with the Office for Civil Rights on the OCR website.

This resource does not bind the public or impose new legal requirements, nor does it bind the Department in the exercise of its enforcement authority under Title IX. This resource does not have the force and effect of law.