

# PREGNANCY & LACTATION

## and Related Conditions

**Did a student or employee disclose to you that they are pregnant, lactating, or experiencing a pregnancy-related condition?**

**Follow these easy steps!**



### PROVIDE

Provide the person with the Title IX Coordinator's contact information:

Jean Pryor Estevez  
University Title IX Coordinator  
titleix@bu.edu  
617-358-1796



### INFORM


Inform the person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the recipient's education program or activity.



### REFER

If the person needs a reasonable modification or accommodation, refer them to the Equal Opportunity Office.

eoo@bu.edu | accomm@bu.edu  
617-358-1796  
bu.edu/eoo



Boston University is committed to supporting the needs of community members based on their pregnancy, childbirth, pregnancy-related conditions, or parental or marital status.

BU will provide reasonable accommodations to Employees and Reasonable Modifications to Students based on limitations related to pregnancy, childbirth, or related medical conditions, prevent discrimination on the basis of sex, and ensure equal access to the University's Education Programs or Activities.

Reasonable Modifications for Students are provided based on each Student's individualized needs and in consultation with the Student through an interactive dialogue process.

Reasonable Modifications may include academic, physical space, and attendance adjustments, and voluntary leaves of absences. Reasonable Modifications do not include those that fundamentally alter the nature of the Student's Program or Activity.

Depending on the nature of the Student's request, the University may require a Student to provide documentation that is reasonable and necessary to support the Student's need for Reasonable Modifications.

The University also provides lactation spaces which are functional, appropriate, and safe for Employees and Students. More information about lactation spaces is available at this website:  
<https://www.bu.edu/eoo/pregnancy/lactation-support/>.

## NOTICE OF NONDISCRIMINATION

Boston University prohibits discrimination and harassment on the basis of race, color, natural or protective hairstyle, religion, sex or gender, age, national origin, ethnicity, shared ancestry and ethnic characteristics, physical or mental disability, sexual orientation, gender identity and/or expression, genetic information, pregnancy or pregnancy-related condition, military service, marital, parental, veteran status, or any other legally protected status in any and all educational programs or activities operated by Boston University. Retaliation is also prohibited. Please refer questions or concerns about Title IX, discrimination based on any other status protected by law or BU policy, or retaliation to Boston University's Executive Director of Equal Opportunity/Title IX Coordinator, at [titleix@bu.edu](mailto:titleix@bu.edu) or (617) 358-1796. Boston University's full Notice of Nondiscrimination is available at <https://www.bu.edu/policies/boston-university-notice-of-nondiscrimination/>.