



## Harassment your school MUST:

- o Protect you from harassment based on sex, including harassment because of pregnancy or related conditions. Comments that could constitute prohibited harassment include making sexual comments or jokes about your pregnancy, calling you sexually charged names, spreading rumors about your sexual activity, and making sexual propositions or gestures, if the comments are sufficiently serious that it interferes with your ability to benefit from or participate in your school's program.

## Policies and Procedures your school MUST:

- o Have and distribute a policy against sex discrimination. It is recommended that the policy make clear that prohibited sex discrimination covers discrimination against pregnant and parenting students.
- o Adopt and publish grievance procedures for students to file complaints of sex discrimination, including discrimination related to pregnancy or parental status.
- o Identify at least one employee in the school or school district to carry out its responsibilities under Title IX (sometimes called Title IX Coordinator) and notify all students and employees of the name, title, and contact information of its Title IX Coordinator. These responsibilities include overseeing complaints of discrimination against pregnant and parenting students.

## Helpful Tips for Pregnant and Parenting Students

- o Ask your school for help meet with your school's Title IX Coordinator or counselor regarding what your school can do to support you in continuing your education.
- o Keep notes about your pregnancy-related absences, any instances of harassment and your interactions with school officials about your pregnancy, and immediately report problems to your school's Title IX Coordinator, counselor, or other staff.
- o If you feel your school is discriminating against you because you are pregnant or parenting you may file a complaint:
  - Using your school's internal Title IX grievance procedures.
  - With the U.S. Department of Education, Office for Civil Rights (OCR), even if you have not filed a complaint with your school. If you file with OCR, make sure you do so within 180 days of when the discrimination took place.
  - In court, even if you have not filed a complaint with your school or with OCR.
- o Contact OCR if you have any questions. We are here to help make sure all students, including pregnant and parenting students, have equal educational opportunities

If you want to learn more about your rights, or if you believe that a school district, college, or university is violating Federal law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or [ocr@ed.gov](mailto:ocr@ed.gov). If you wish to fill out a complaint form online, you may do so at: <http://www.ed.gov/ocr/complaintintro.html>