Prohibiting Pregnancy-Related Discrimination Policy

Document Number: HMRS-0063 **Date Published(sys):** 3/30/2026

General Description

Policy Summary:

Trinity University is committed to providing protection for pregnant and nursing employees, ensuring they receive reasonable accommodation and support in the workplace. This policy provides information and outlines the university's obligations toward pregnant and parenting employees, information about rights and resources available under the Providing Urgent Maternal Protections (PUMP) Act, S.1658, and the Pregnant Workers Fairness Act (PWFA), 42 USC Ch. 21G, and information about reporting complaints of pregnancy or parenting-based discrimination to the University under the applicable University policy.

Trinity University prohibits discrimination based on current, potential, or past pregnancy, pregnancy-related conditions, and parenting status in the University's educational programs or activities, in accordance with The Pregnancy Discrimination Act, 42 U.S.C. §§ 2000e, which prohibits sex discrimination in employment based on pregnancy, childbirth, or related medical conditions. Title IX of the Education Amendments of 1972 prohibits discrimination and harassment on the basis of sex, including parenting status, pregnancy, childbirth, and/or other related medical conditions in educational programs and activities receiving federal financial assistance; -; Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act, which prohibit discrimination on the basis of a disability; Texas Education Code Section 51.982; and other applicable laws. Inquiries about this Policy can be referred to the University's Title IX/EEO Coordinator at eos@trinity.edu, (210) 999-7835.

Scope:

This policy applies to faculty, staff, students who are also employees, as well as third parties within the University's control (such as contractors, volunteers, visitors, etc.).

Responsible Department:

Human Resources

Policy Content

Reporting

Reports of discrimination related to pregnancy and/or pregnancy-related conditions and reports of discrimination based on other protected classes are addressed under the University's Policy Prohibiting Harassment and Discrimination Based on Protected Status and Policy Prohibiting Harassment and Discrimination Based on Protected Status. If you believe you have experienced discrimination on the basis of pregnancy, pregnancy-related conditions, or parenting status, please contact the University's Title IX/EEO Coordinator at eos@trinity.edu, (210) 999-7835.

Procedures

Allegations of discrimination against pregnant or parenting employees will be processed under the Policy Prohibiting Harassment and Discrimination Based on Protected Status.

Retaliation, in any form, against pregnant or parenting employees for exercising their rights under this policy or otherwise engaging in protected activity is also prohibited, in accordance with the Policy Prohibiting Harassment and Discrimination Based on Protected Status.

For additional information and reporting options, including the filing of a discrimination complaint on the basis of pregnancy, pregnancy-related conditions, or parenting status, please visit the University's Equal Opportunity Services and Title IX website, located here. You may also contact the University's Title IX/EEO Coordinator at eos@trinity.edu, (210) 999-7835.

Prohibition against Discrimination Based on Pregnancy, Pregnancy-Related Conditions, and Parenting Status

Trinity University prohibits discrimination based on current, potential, or past pregnancy, or pregnancy-related conditions, as explained above. Through this policy, the University seeks to ensure equal access to its programs and activities for all employees who are pregnant or experiencing pregnancy-related conditions. The University will coordinate specific actions to implement this policy through the offices listed below.

Reasonable Accommodations for Pregnancy and Related Conditions

The University will provide reasonable accommodations and/or modifications to pregnant faculty, staff, students who are also employees, as well as third parties within the University's control (such as contractors, volunteers, visitors, etc.), including accommodations and/or modifications that:

1. Would be provided to anyone covered by this policy with a temporary medical condition; or
2. Are related to the health and safety of the covered party and the individual's unborn child, including allowing the student, applicant, or employee to maintain a safe distance from substances, areas, and activities known to be hazardous to pregnant women or unborn children.

The University may require documentation for excused absences under this Policy, to the extent permitted under applicable law and as deemed "medically necessary" based on pregnancy or a pregnancy-related condition.

If you are a faculty member, staff member, or applicant in need of an accommodation, please contact the University's Title IX/EEO Coordinator at eos@trinity.edu, (210)999-7835.

Leave of Absence for Pregnant or Parenting Employees

Faculty and staff members who are pregnant, parenting, or experiencing related conditions and who may require leave should review the University's Leave and Scheduled Absences policy. For faculty or staff who require leave due to pregnancy or related conditions and do not qualify for paid parental leave or FMLA leave under the Leave and Scheduled Absences policy, the University will provide unpaid leave for a reasonable period of time. The University may, consistent with applicable laws, require medical documentation to support such requests from the faculty or staff member's treating physician.

Lactation Space for Students And Employees

The University will provide all nursing employees and students with space, other than a bathroom, that is shielded from view and free from intrusion, to express breast milk and/or breastfeed while on campus.

Human Resources is available to assist employees and supervisors in identifying an appropriate location and schedule for accommodations that meet the requirements of this policy. Two rooms that are currently identified as lactation rooms are Northrup Hall room 355 and CSI room 580A. Rooms will be unlocked and can be locked from the inside when in use. In the event a room is locked when not in use, keys will be available in Human Resources, Northrup Hall, Suite 210.

Nursing employees shall be granted a reasonable amount of break time each time they need to express milk, for up to one (1) year after the child's birth. There is no limit to the number of breaks an employee can take for the purpose of expressing breast milk or breastfeeding; employees are entitled to take as many breaks as frequently as needed. This applies to both remote and on-campus

employees.

Employees may speak with Human Resources or directly with their supervisors to discuss scheduling options. Employees need not provide details about the reason needed for the break. For example, the following is a sufficient request: "I will need break times during the workday and need your assistance and approval in scheduling these times." Supervisors should not deny any such request prior to consulting with Human Resources.

If possible, for hourly employees, break time should run concurrently with any rest and meal periods already provided to the employee. If break time cannot run concurrently with paid rest periods, the break time will be unpaid for non-exempt employees, unless the employee is not completely relieved from duty or the University otherwise provides similar paid breaks to other non-exempt employees. Exempt employees must be paid their full weekly salary (subject to legally permitted or required deductions), regardless of whether they take breaks to express breast milk.

Terms & Definitions

Terms and Definitions:

Term:	Definition:
Parenting Discrimination	Occurs when an individual is treated less favorably on the basis of that person's status as a parent.
Parenting Student	A student enrolled at the University who is the parent or legal guardian of a child under 18 years of age.
Pregnancy Discrimination	Occurs when an individual is treated less favorably on the basis of that person's pregnancy or pregnancy-related condition.
Pregnancy or Related Condition	Include: 1) pregnancy, childbirth, miscarriage, termination of pregnancy, or lactation; 2) Medical conditions related to pregnancy, childbirth, miscarriage, termination of pregnancy, lactation, or any other conditions directly related to being pregnant; 3) Recovery from pregnancy, childbirth, lactation, or any other conditions related to being pregnant.
Pregnant Student	A student who has a pregnancy or related condition status.
Student	For the purpose of this policy, the University defines "student" as any individual who has accepted an offer of admission, or who is registered or enrolled for credit or non-credit bearing coursework, and who maintains an ongoing relationship with the University.

Related Documents

Related Documents:

Document Type:	Document Name:	Document Number:
Policy	Policy on Mandatory Reporting Requirements for Sexual Harassment and Sexual Misconduct	PRES-0002
Policy	Anti-Discrimination and Harassment Policy	PRES-0003
Policy	Trinity University Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy and Procedures	PRES-0004
Policy	Leave and Scheduled Absences	HMRS-0007

Related Content:

Subchapters E-2, E-3, and Z of Chapter 51 of the Texas Education Code

Revision Management

Revision History Log:

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Vice President Approval:

Name:	Title:
Brandi Jones	Vice President for People, Culture, and Community