Know Your Rights:

Pregnant or Parenting? Title IX Protects You From Discrimination At School

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.

your school MUST:

- Have and distribute a <u>policy against sex discrimination</u>. 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 a "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.

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- **o** <u>Ask your school for help</u>—meet with your school's Title IX Coordinator or counselor regarding what your school can do to support you in continuing your education.
- o <u>Keep notes</u> about your pregnancy-related absences, any instances of harassment and your interactions with school officials about your pregnancy, and <u>immediately report problems</u> to your school's Title IX Cooyees oou (strong of the school of the schoo