



## You Have Reporting Options.

The University of Oklahoma strives to create a safe environment for all faculty, staff, and students. This brochure provides an overview of resource information for students who are pregnant or have pregnancy-related conditions. If you feel you have been discriminated against for your pregnancy/pregnancy-related status, please contact:

- Institutional Equity Office at (405) 325-2215
- Title IX Coordinator at (405) 250-3599
- Complete the **online** Institutional Equity Reporting Form at [ou.edu/eoo](http://ou.edu/eoo)

## Who We Are

### About Us

The Board of Regents created the Institutional Equity Office on January 24, 2012, to promote and foster the University's commitment to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free from discrimination and harassment. The Institutional Equity Office reports to the President and Board of Regents and handles discrimination claims, affirmative action plans, claims involving the Sexual Misconduct, Discrimination and Harassment Policy, and gender equity issues related to athletics.

### Contact Us

Phone: (405) 325 - 3546  
Email: [ieo@ou.edu](mailto:ieo@ou.edu)  
Web: <https://www.ou.edu/eoo>



Institutional Equity Office  
Evans Hall - Room 102  
660 Parrington Oval  
Norman, OK ZIP 73019



# Institutional Equity Office

**PREGNANCY OR  
PREGNANCY-RELATED  
STATUS RESOURCES GUIDE**



## How IEO can help.

Our office is responsible for ensuring students have equal access to the University's education programs or activities and preventing discrimination based on a student's past, current, or potential pregnancy or related conditions. The IEO may be able to assist you by facilitating communication with the proper channels to address your questions, concerns, or request for reasonable modifications. Each reasonable modification is based on a student's individualized needs. Documentation of your pregnancy or related condition is generally not required. However, if a requested reasonable modification fundamentally alters the education program or raises questions about whether a request is reasonable, documentation from a healthcare professional may be requested.

### IEO can assist you with:

- Communication with your professors
- Locating lactation rooms
- Coordinating with the Accessibility and Disability Resource Center

### Reasonable modifications may include, but are not limited to:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions
- Eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Access to online or homebound education
- Changes in schedule or course sequence
- Extensions of time for coursework and rescheduling of tests and examinations
- Being allowed to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (such as access to a larger desk or footrest)
- Elevator access
- Other reasonable changes to policies, practices, or procedures.



Each student has the discretion to accept or decline each reasonable modification offered by the University of Oklahoma.

If you have any questions about how to access any necessary modifications, please contact our office at [ieo@ou.edu](mailto:ieo@ou.edu).

