

Community College Student Pregnancy or Recent Birth Accommodations

[Senate File 288](#) is a 2025 Act relating to students who are pregnant or who recently gave birth who attend state institutions of higher education governed by the board of regents and community colleges. The act prohibits an institution from requiring a student (defined by the Act as a biological female) enrolled in a course of study or research activity to take a leave of absence, withdraw from a program, or limit the student's participation in academic activities solely due to pregnancy.

Accommodations

- An institution *shall not* require a student enrolled in a course of study or research activity to take a leave of absence, withdraw from a program, or limit the student's participation in academic activities solely due to pregnancy.
- An institution *shall* make reasonable accommodations to a pregnant student to allow the student to complete a course of study or research. “*Reasonable accommodations*” includes but is not limited to all of the following:
 - Taking additional health and safety measures.
 - Allowing a student to reschedule tests and assignment due dates that are missed for reasons related to the student's pregnancy.
 - Allowing a student to take a leave of absence.
 - Excusing absences for reasons deemed medically necessary due to the pregnancy.

Examinations

- An institution *shall* allow a student who is pregnant or has recently given birth an additional, reasonable period of time to take examinations that is consistent with the policies of the institution and that is mutually agreed to by the student and the institution.

Degree Completion

- An institution *shall* allow a student who is pregnant or has recently given birth an additional, reasonable period of time to complete a degree or candidacy for a degree that is consistent with the policies of the institution and that is mutually agreed to by the student and the institution.

Leave of Absence

- An institution *shall* allow a student who is pregnant or has recently given birth to take a leave of absence for a reasonable period of time that is consistent with the policies of the institution and that is mutually agreed to by the student and the institution.
- Following the leave of absence, the student *shall* be allowed to return to the student's program with the same standing as the student left to the extent reasonably possible.

Title IX Coordinator Role

- The institution employee charged with coordination of the institution's compliance with Title IX of the federal Education Amendments Act of 1972 *shall* maintain a system to receive and investigate complaints from students alleging a violation of this section.

An institution shall do all of the following:

- Maintain and disseminate a **written policy** for students on pregnancy discrimination and procedures for addressing pregnancy discrimination complaints. This written policy may be included within the institution's Title IX policy.
 - Provide a copy of the policy to institution faculty, staff, and employees in *required* training.
 - Provide a copy of the policy to all students attending orientation at the institution.
- Prominently post notice of the protections afforded to pregnant students and students who have recently given birth on the institution's internet site.
- Provide information concerning the protections afforded to pregnant students and students who have recently given birth through the institution's medical center and health center to a student upon the student's request and when otherwise appropriate.
- Assign responsibility for pregnancy and parenting support and protection to an office of the institution **other than** the office responsible for coordination of the institution's compliance with Title IX of the federal Education Amendments Act of 1972.
 - Post the name, location, and contact information of the responsible office on the institution's internet site.
 - Responsibilities assigned to the office pursuant to this paragraph shall include but not be limited to:
 - Maintaining current knowledge of the provisions of this section.
 - Overseeing institution compliance with this section.
 - Understanding and publicizing topics related to pregnancy and parenting, including but not limited to child care availability, breastfeeding accommodations, and pregnancy and parenting assistance from public and private providers, in order to enhance campus life and academic performance.

Contact Information

If you have questions regarding this document, please contact Consultant Kelly Friesleben at kelly.friesleben@iowa.gov.

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