

## Lactation

Currently, New Mexico Tech has two (2) locations that have been designated as lactation spaces. Designated lactation spaces must be clean, not a bathroom, and safe and functional for use as a lactation space. They must also be free from view and intrusion – which usually means equipped with window coverings and a door that locks. If you need access to New Mexico Tech's lactation spaces, please contact the Title IX Coordinator for assistance.



## Title IX & Pregnancy

### WHAT DO STUDENTS NEED TO KNOW?

NMT is committed to providing an educational and employment environment that is free from discrimination on the basis of sex, which includes discrimination based on current, potential, or past Pregnancy or Related Conditions.

### New Mexico Tech Title IX Coordinator

Peter Phaiah, Ph.D.  
AVP, Student Affairs | Title IX  
Coordinator

The Title IX Coordinator works to prevent sex discrimination and ensure equal access to NMT's Education program or activity.



Fidel Student Center 288



[titleixcoordinator@nmt.edu](mailto:titleixcoordinator@nmt.edu)



[https://www.nmt.edu/  
titleix/index.php](https://www.nmt.edu/titleix/index.php)



**TITLE  
IX**

## What is Title IX?

Title IX of the Education Amendments of 1972, or “Title IX,” is a federal law that prohibits discrimination based on sex in educational programs. The law is a key tool for ensuring that all people have an equal opportunity for education, regardless of their sex or gender.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Title IX

Title IX makes it illegal to discriminate because of sex, which includes discrimination on the basis of pregnancy, childbirth, lactation, miscarriage, abortion, or related conditions, including recovery. Title IX *also ensures the right for pregnant and postpartum students to get changes at school when needed, and to take medically necessary leave.* The law bans harassment, intimidation, or other discrimination in schools because of pregnancy-related conditions.

Further, any rules concerning parental, family, or marital status may not apply differently based on sex. For example, universities cannot provide women with time to bond with or care for their children and not men.

The law against sex discrimination covers all aspects of an educational program. This includes school-sponsored extracurricular activities and internships, athletics, financial aid and scholarships, career counseling, and lab and clinical work.

## Voluntary Leave of Absence

Students must be allowed to take time off of school for pregnancy, childbirth, miscarriage, termination and/or recovery for as long as their licensed healthcare provider says is medically necessary. That could mean a few absences for necessary medical appointments, or a longer leave of absence for a high-risk pregnancy or childbirth. This rule applies even if taking medically necessary leave would require *an absence for longer than the school's leave policy ordinarily allows.* Students cannot be penalized for taking leave, and must be able to return to school in the same status they held before taking leave.

## Modifications

Schools are required to provide pregnant students, and students with related conditions (such as childbirth recovery, lactation, postpartum depression) with “reasonable academic adjustments.” Those are changes to policies, procedures, and practices to allow the student equitable access to education in light of their health needs. Examples of common reasonable academic adjustments include:

- A larger or different desk
- Breaks during class, labs, or exams to eat, drink, use the restroom, or pump milk
- Parking or elevator access
- Access to online classes or coursework
- Changes in schedule or course sequence
- Extensions on deadlines and rescheduling tests