


May 9, 2013

**MEMORANDUM**

To: Chief Academic Officers  
Chief Student Affairs Officers  
Chief Diversity Officers  
Title IX Coordinators  
Legal Affairs Designees

From: Frederick P. Schaffer 

Re: Non-Discrimination of Students on the Basis of Pregnancy, Childbirth and Related Conditions

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Attached is a memo that is being sent to all faculty and staff regarding the University's obligations under Title IX of the Education Amendments Act of 1972 ("Title IX"), which prohibits discrimination on the basis of sex—including pregnancy and related conditions—in educational programs and activities that receive federal funding. Please take a moment to review the memo and annexed regulations. Essentially, the regulations require that students who are absent due to pregnancy-related conditions must be excused from classes for so long as is medically necessary and must be given the opportunity to make up missed work.

Recently, the University settled a complaint brought by a pregnant student concerning her right to have her pregnancy accommodated under Title IX. As part of a settlement of the student's claim, CUNY agreed to include the following statement concerning pregnancy and related conditions in all of the colleges' student handbooks and websites:

[Insert College] does not discriminate against any student on the basis of pregnancy or related conditions. Absences due to medical conditions relating to pregnancy will be excused for as long as deemed medically necessary by a student's doctor and students will be given the opportunity to make up missed work. Students needing assistance can seek accommodations from the Office of Accessibility [Insert contact information] or Title IX Coordinator [Insert name and contact information].

Please make sure that your college's student handbook and website are updated to include this statement as soon as possible. If you have any questions or concerns, please feel free to contact Associate General Counsel Stacey Creem at 646-664-9233 or [stacey.creem@cuny.edu](mailto:stacey.creem@cuny.edu) .