



PREGNANCY AND RELATED CONDITIONS

Central is committed to creating an accessible and inclusive environment for all members of our community, which includes providing protections and support for anyone experiencing pregnancy and related conditions.

Discrimination on the basis on pregnancy or a related condition is prohibited at CWU.



What are Pregnancy and Related Conditions?*

- Pregnancy
- False pregnancy
- Pregnancy loss or termination
- Childbirth
- Lactation
- Medical conditions related to, or recovery from, the conditions listed above

**current, past, or potential*

What Support or Accommodations Can Help?

Central provides accommodations, reasonable modifications, and/or supportive measures to anyone experiencing pregnancy or related conditions, which allows them equitable access to the learning and work environment in light of their situation and/or health needs.

These measures and accommodations:

- Remove barriers to student success
- Provide employees with the tools they need to perform the essential functions of their job
- Are tailored to the individual's experience with pregnancy or a related condition, even if that changes over time

All University employees, such as faculty and supervisors, must comply with accommodations, reasonable modifications, and supportive measures that have been outlined by Civil Rights Compliance and Title IX Coordinator, Disability Services, and Human Resources.

Lactation Spaces

Central's various campus locations have designated lactation spaces, which tend to be in heavily trafficked public areas and/or different parts of campus for easy access. Designated lactation spaces are as private as possible, as well as clean, functional, and safe for use.

If you need access to CWU lactation spaces, please utilize the interactive Ellensburg campus map or contact the Civil Rights Compliance and Title IX for assistance.

Preventing and Responding to Sex Discrimination at CWU

Title IX and Title VII prohibit discrimination on the basis of sex, including pregnancy and related conditions, in educational programs and activities and in employment.

Students and employees may be entitled to support, protections, and/or accommodations under Title IX, Title VII, the ADA, and other federal and state laws.

To report potential pregnancy discrimination, contact the Title IX Coordinator directly or use the Concern and Support Form.

To protect the rights and privacy of students, CWU employees are not expected to report knowledge of pregnancy and related conditions, unless they are made aware of potential discrimination.

Responsible employees have a duty to respond to and promptly report sex-based discrimination.

Who Can Help?

A team of trained staff in Civil Rights Compliance and Title IX, Disability Services, and Human Resources collaborate to assist students and employees experiencing pregnancy or a related condition.

Campus Contacts



For **STUDENTS** experiencing pregnancy or a related condition, contact:

Civil Rights Compliance and Title IX

📍 Barge 204

☎ 509-963-2050

✉ CRC@cwu.edu

💻 cwu.edu/civil-rights-compliance



For **EMPLOYEEES** experiencing pregnancy or a related condition, contact:

Human Resources

📍 Mitchell Hall, 1st floor

☎ 509-963-1202

✉ human.resources@cwu.edu



CWU is an EEO/AA/Title IX Institution. For individuals with disabilities who would like to request an accommodation, email Disability Services at DS@cwu.edu.