

# Training for Employees Concerning Pregnant Students

Julianne Apostolopoulos, Associate General Counsel

Project Sponsor: Carolyn Dellatore, Assistant Vice President of Workplace Culture



## Abstract:

As an institution of higher education, Rutgers has legal obligations to provide accommodations to pregnant students but many faculty and student-facing staff are not familiar with the rights and obligations concerning pregnant students that arise under University policy and applicable law. The primary goal of this project is to work with relevant University stakeholders to determine whether training on this issue would be a valuable addition to existing employee trainings, and, if so, to evaluate options to develop and implement training for student-facing employees on best practices and/or policy/legal requirements when engaging with pregnant students. This evaluation process could then be used to make recommendations to appropriate University offices to implement such training, if/when deemed appropriate by the relevant stakeholders.

## Primary Stakeholders:

- University Human Resources
- University Ethics & Compliance
- Title IX Coordinators
- Employees who would take the training
- Students

## Key Steps/Activities:

- Create working group
- Gather input on value/need to provide training and existing training options
- Assess options for providing training on this topic from cost/value perspective
- Generate recommendations and convey to appropriate members University leadership

## Effectiveness Measures:

- Ability to meaningfully engage individuals from identified stakeholders to participate in working group
- Ability to quickly assemble working group, begin meeting and generate recommendations

## Communication/Engagement:

- Working group members can advise their respective offices/leadership of project's status
- Regular updates to project sponsor
- Relevant senior leadership would be notified of working group's recommendations, if any
- Long-term, if training is developed and implemented, discuss options to communicate training to targeted employees

## Proposed Timeline:

- Phase 1: Assembly of working group (4 weeks)
- Phase 2: Convene working group and discuss need for training, evaluate options, and generate recommendations (4 months)

## Current Status/Future Directions:

- It is anticipated that federal regulations will soon be issued imposing additional legal obligations on university employees to provide certain requisite notices to pregnant students, which also would necessitate training.
- Given these upcoming legal developments, initiation of this project will likely commence once the final regulations are issued so that any new requirements can be incorporated in the evaluation phase.