



Diversity & Inclusion Moment

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The University of Texas at Austin



Parental Status in the Workplace

Title IX and Resources for Parents

- Schools are prohibited from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex. Such students are entitled to excused absences, a safe work environment, and alternative participation methods.
- Create a lab work environment that supports those with families, including family supportive scheduling and ensuring that some group events are family-friendly.
- Resources
 - Employee Assistance Programs (EAP) (e.g., HealthPoint Work/Life Services at UT Austin)
 - Availability of lactation/quiet rooms on campus
 - Clearly-defined policies in school communications
 - Affordable health and insurance benefits



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Source: 85 Fed. Reg. at 30,093. See also 34 C.F.R. § 106.45(b)(1)(iii).