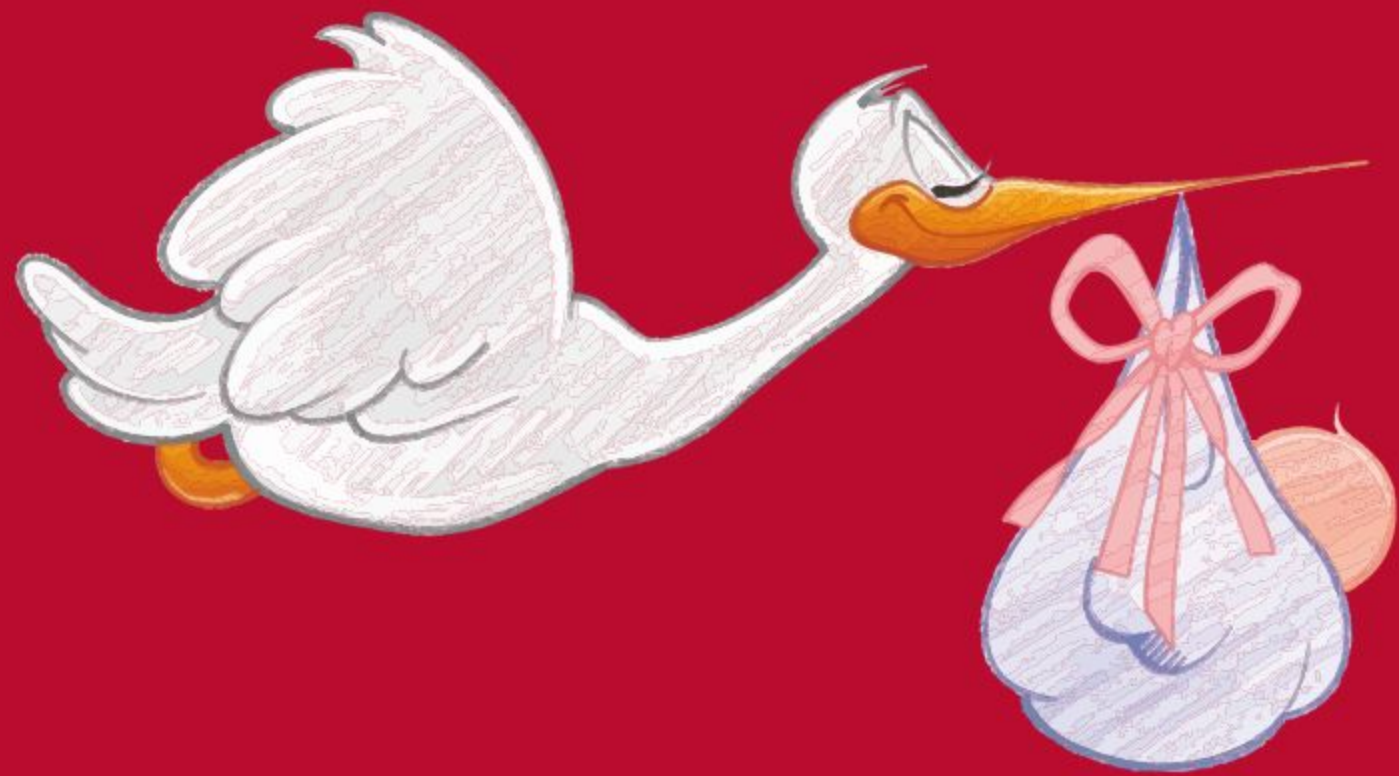


# Pregnancy Rights at UNM



For more information, visit  
[ceeo.unm.edu](http://ceeo.unm.edu)

## Reasonable Modifications

Reasonable modifications are changes to the working/learning environment, or the ways things are usually done. A "reasonable modification" cannot cause an undue hardship or fundamentally alter the essential nature of the program or activity.

A modification cannot be denied without consulting  
CEEO

## Common Pitfalls

- Zero absence attendance policies
- Requiring the restart of an academic program from the beginning instead of considering the status at the time the leave began
- Requiring an individual to accept a modification without engaging in the interactive process
- Requiring an individual to take leave when an alternative reasonable modification is available

## Who is Covered

UNM is committed to protecting the rights of pregnant persons and makes reasonable modifications for pregnancy, lactation, or conditions related to pregnancy for students, employees (staff, faculty, and residents), and prospective students and employees.



## Interactive Process

The interactive process is an informal and collaborative communication with the pregnant individual to better understand their specific needs.

If an agreement cannot be reached, please contact the Office of Compliance, Ethics and Equal Opportunity for assistance.

## Common Modification Requests

- Receiving additional break time to use the bathroom, eat, and rest
- Taking leave or time off to recover from childbirth
- Being excused from strenuous activities
- Extensions on deadlines and assignments
- Rescheduling tests or exams
- Excusing absences due to pregnancy or related conditions
- Providing alternatives to make up missed work
- Receiving a larger desk

