



# TEXAS TECH™

## Operating Policy and Procedure

### **OP 40.05: Pregnancy and Parental Status**

**DATE:** March 12, 2025

**PURPOSE:** This Operating Policy/Procedure (OP) provides information about Texas Tech University's (TTU) policy regarding pregnancy and pregnancy-related conditions, including prevention and education efforts pertaining to discrimination on the basis of pregnancy or pregnancy-related conditions, which may constitute discrimination on the basis of sex. To uphold the university's values and in order to meet the legal obligations of Title VII; Title IX; 34 CFR Part 106; Texas Education Code, Section 51.982; and other applicable laws and regulations, this policy provides students and employees with their rights and options regarding pregnancy and pregnancy-related conditions, including information regarding available resources and accommodations/modifications.

**REVIEW:** This TTU OP will be reviewed every two years after publication by the Texas Tech University Parenting Student Liaison, the TTU Office of Institutional Compliance, the TTU System Office of Equal Opportunity, and the TTU System Office of General Counsel with substantive revisions forwarded to the TTU Chief of Staff and Vice President for Administration.

### **POLICY/PROCEDURE**

1. TTU is committed to providing an environment for students and employees free from discrimination on the basis of pregnancy and pregnancy-related conditions, as well as providing and strengthening an educational, working, and living environment where students, employees, faculty, staff, and visitors are free from discrimination. TTU's pregnancy and parental status policy is governed by Texas Tech University [System Regulation 07.15](#).
2. **Contact Information**

CONTACT	PHONE	ADDRESS	EMAIL
<b>TTU Pregnancy &amp; Parenting Liaison:</b> Alex Faris	806.834.3420	Suite 129, Doak Hall, Texas Tech University, Box 42005, Lubbock, TX 79409	<a href="mailto:alfaris@ttu.edu">alfaris@ttu.edu</a>
<b>TTU Title IX Deputy Coordinator:</b> Meredith Holden	806.834.5556	Suite 129, Doak Hall, Texas Tech University Box 42005, Lubbock, TX 79409	<a href="mailto:meredith.holden@ttu.edu">meredith.holden@ttu.edu</a>
<b>TTU Title IX Coordinator:</b> Kimberly Simón	806.834.1949	Suite 129, Doak Hall, Texas Tech University, Box 42005, Lubbock, TX 79409	<a href="mailto:kimberly.simon@ttu.edu">kimberly.simon@ttu.edu</a>

CONTACT	PHONE	ADDRESS	EMAIL
<b>TTU System Title IX Coordinator for Employees:</b> Dawn Payne	806.742.3627	Suite 309, TTU System Administration Building, Texas Tech University System, Box 41073, Lubbock, TX 79409	<a href="mailto:dawn.payne@ttu.edu">dawn.payne@ttu.edu</a>

### 3. Right to Change Policy

TTU reserves the right to interpret, change, modify, amend, or rescind any policy, in whole or in part, at any time without the consent of workforce.