

2025 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Washington

Creating a Centralized “Front Door” and Online Portal for Pregnancy and Related Conditions Support

Relevant Rubric Area(s): Prevention, Response, Remediation

- Hiring, Promotion, Advancement, and Admissions Practices
 - Practices to Improve retention: Ensuring fair and equitable access to resources and information; and Creating policies and practices that support work-life balance.
- Improved Policies
- Other Remediation

Description of Work:

The now voided 2024 Title IX regulations specifically highlighted the importance of providing modifications and support for students who are pregnant or experiencing related conditions. With this in mind, the Civil Rights Compliance Office at the University of Washington (UW) launched a cross-functional initiative in the 2024-25 academic year to improve institutional support for pregnancy and related conditions (PRC) which include pregnancy, childbirth, miscarriage, abortion, and lactation. The initiative centered both the Title IX regulations and NASEM’s guidance calling for clear, equitable systems that prioritize maintaining access to the academic environment and preventing harassment and discrimination.

Our primary objective was to establish a streamlined “front door” for PRC support through which students and employees can directly request assistance, including academic or workplace modifications, leave planning, and lactation support. This centralization reduces confusion, ensures transparency, and promotes equity across all University of Washington campuses.

Process Overview

- **Cross-Unit Collaboration**
We convened stakeholders from key offices, including the University’s Disability Resources for Students (DRS), Disability Services Office (DSO), Human Resources, and the Graduate School, to coordinate a support framework. We formalized the shared responsibilities, reducing redundancy and clarifying engagement pathways.
- **Technology & Portal Development**
We built and launched a Title IX Pregnancy & Related Conditions Support portal. The online form provides direct access to case managers, enabling structured triage, transparent tracking, and timely responses. Case managers now receive automated notifications upon form submission, and reach out to students within 48 hours and meet within a week, whereas DRS can take up to 6 weeks for an intake appointment.

2025 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

- **Internal Tools and Training Infrastructure Setup**

We designed intake procedures, drafted email templates with key resources, trained case managers on this topic, and created a centralized tracking system (via a case management tool) to standardize the handling of PRC requests.

- **Resource Creation and External Visibility**

Customized resources for students and employees were drafted, and a public-facing website was developed to detail Title IX rights, modifications, lactation station locations, and PRC procedures, along with an FAQ section. Information architecture and accessibility were prioritized to ensure clarity, particularly for individuals from marginalized communities.

Outcomes

This initiative resulted in an effective centralized point of entry for individuals seeking support with pregnancy and related conditions. The standardized internal tools and intake methods have enhanced clarity while reducing variability in handling cases, ensuring a more equitable and consistent response to each individual. In addition, the transparency and accessibility of a public-facing site empowers individuals to understand their options before reaching out, further reducing dependency on informal networks. To supplement this, faculty and staff across the UW will receive targeted education on their Title IX responsibilities for supporting students who are pregnant or experiencing related conditions. This proactive training will help prevent confusion and ensure students receive timely and appropriate support.

Evaluation and Participant Involvement

Stakeholders across DRS, Human Resources, Title IX, and Graduate School provided continuous input through working groups, pilot consultations, and debrief sessions. The portal itself enables data-driven assessment: submission volume tracking, turnaround time, types of requested modifications, and follow-up outcomes. This allows us to spot trends, bottlenecks, or equity concerns and respond with targeted training designed for specific programs or departments, or policy or portal adjustments. Continuous monitoring of portal activity provides for data-informed improvements and supports early identification of policy or systemic deficiencies.

This integrated model, with a clear “front door,” an online portal, collaborative frameworks, and an equity-centered approach, anchors the UW’s commitment to offering a safe, supportive, and equitable academic and employment environment for an individual experiencing pregnancy and related conditions.

Website for further information (if applicable):

<https://www.washington.edu/titleix/pregnancy-related-conditions>

Point of Contact Name: Laura Fay

Email Address for Point of Contact: lfay55@uw.edu