

Senate File 288 - Reprinted

SENATE FILE 288
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SF 12)

(As Amended and Passed by the Senate March 19, 2025)

A BILL FOR

1 An Act relating to students who are pregnant or who recently
2 gave birth who attend state institutions of higher education
3 governed by the board of regents and community colleges.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. NEW SECTION. **261K.1 Student parents at**
2 **institutions.**

3 1. For the purposes of this section:

4 a. "Institution" means an institution of higher education
5 governed by the state board of regents or a community college
6 established under chapter 260C. "Institution" also includes the
7 faculty, staff, and other employees of such institution of higher
8 education or community college established under chapter 260C.

9 b. "Reasonable accommodations" includes but is not limited to
10 all of the following:

11 (1) Taking additional health and safety measures.

12 (2) Allowing a student to reschedule tests and assignment
13 due dates that are missed for reasons related to the student's
14 pregnancy.

15 (3) Allowing a student to take a leave of absence.

16 (4) Excusing absences for reasons deemed medically necessary
17 due to the pregnancy.

18 2. An institution shall not require a student enrolled in a
19 course of study or research activity to take a leave of absence,
20 withdraw from a program, or limit the student's participation
21 in academic activities solely due to pregnancy. An institution
22 shall make reasonable accommodations to a pregnant student to
23 allow the student to complete a course of study or research.

24 3. a. An institution shall allow a student who is pregnant
25 or has recently given birth an additional amount of time to take
26 examinations up to the longer of a period consistent with the
27 policies of the institution or twelve months from the originally
28 scheduled examination date, unless a longer period is medically
29 necessary.

30 b. An institution shall allow a student who is pregnant or
31 has recently given birth an additional amount of time to complete
32 a degree or candidacy for a degree up to the longer of a period
33 consistent with the policies of the institution or twelve months
34 from the date originally scheduled for completion, unless a
35 longer period is medically necessary.

1 4. An institution shall allow a student who is pregnant or
2 has recently given birth a period of up to twelve months to
3 take a leave of absence unless there is a medically necessary
4 reason for a longer leave of absence. Following the leave of
5 absence, the student shall be allowed to return to the student's
6 program with the same standing as the student left to the degree
7 reasonably possible.

8 5. The institution employee charged with coordination of the
9 institution's compliance with Title IX of the federal Education
10 Amendments Act of 1972 shall maintain a system to receive and
11 investigate complaints from students alleging a violation of this
12 section.

13 6. An institution shall do all of the following:

14 a. Maintain a written policy for students on pregnancy
15 discrimination and procedures for addressing pregnancy
16 discrimination complaints under this section and the federal
17 Higher Education Act of 1965, as amended, 20 U.S.C. §1681 et
18 seq. The institution shall provide a copy of the policy to
19 institution faculty, staff, and employees in required training.
20 The institution shall provide a copy of the policy to all
21 students attending orientation at the institution.

22 b. Prominently post notice of the protections afforded to
23 pregnant students and students who have recently given birth
24 under the federal Higher Education Act of 1965, as amended, 20
25 U.S.C. §1681 et seq., on the institution's internet site.

26 c. Provide information concerning the protections afforded
27 to pregnant students and students who have recently given birth
28 under the federal Higher Education Act of 1965, as amended, 20
29 U.S.C. §1681 et seq., through the institution's medical center
30 and student health center to a student upon the student's request
31 and when otherwise appropriate.

32 d. Assign responsibility for pregnancy and parenting support
33 and protection to an office of the institution other than
34 the office responsible for coordination of the institution's
35 compliance with Title IX of the federal Education Amendments

1 Act of 1972. The institution shall post the name, location,
2 and contact information of the responsible office on the
3 institution's internet site. Responsibilities assigned to the
4 office pursuant to this paragraph shall include but not be
5 limited to:

6 (1) Maintaining current knowledge of the provisions of this
7 section.

8 (2) Overseeing institution compliance with this section.

9 (3) Understanding and publicizing topics related to pregnancy
10 and parenting, including but not limited to child care
11 availability, breastfeeding accommodations, and pregnancy and
12 parenting assistance from public and private providers, in order
13 to enhance campus life and academic performance.

14 7. This section does not apply to a student with respect to
15 the student's employment by an institution.

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