SENATE FILE 288
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SF 12)

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


= New Language by the Senate

= Language Stricken by the Senate

A BILL FOR

An Act relating to students who are pregnant or who recently gave birth who attend state institutions of higher education governed by the board of regents and community colleges.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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

1. For the purposes of this section:

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

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

(1) Taking additional health and safety measures.

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

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

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

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

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

b. An institution shall allow a student who is pregnant or has recently given birth an additional amount of time to complete a degree or candidacy for a degree up to the longer of a period consistent with the policies of the institution

or twelve months from the date originally scheduled for completion, unless a longer period is medically necessary.

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

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

6. An institution shall do all of the following:

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

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

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

d. Assign responsibility for pregnancy and parenting support and protection to an office of the institution other than

the office responsible for coordination of the institution's compliance with Title IX of the federal Education Amendments Act of 1972. The institution shall post the name, location, and contact information of the responsible office on the institution's internet site. Responsibilities assigned to the office pursuant to this paragraph shall include but not be limited to:

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

(2) Overseeing institution compliance with this section.

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

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