

## HOUSE REPUBLICAN STAFF ANALYSIS

Bill:	SF 288	House Committee:	<b>Passed on 4/1/25 (22-1)</b>
Committee:	Education	House Floor:	
Floor Manager	Representative Henderson	Senate Floor:	<b>PASSED on 3/19/25 (47-0)</b>
Date:	April 22, 2025	Governor:	
Staff:	Kristin Rozeboom (1-3015)		

### Pregnant Students at Regents Schools/Community Colleges

- Requires Regents institutions and community colleges to provide reasonable accommodations to pregnant students or students who recently gave birth.
- Allows the student to have more time to complete the coursework (bill says up to 12 months but the amendment says a reasonable period of time).
- The institution cannot require the student to take a leave of absence or withdraw from the program.
- The institution will have a written policy, give information to students, display the protections these students have, and be able to investigate complaints.

### Section by Section Analysis

#### Section 1. Section 261K.1 New Section

"Institution" means an institution of higher education governed by the Board of Regents or a Community College. It also includes the faculty, staff, and other employees of the institution.

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

- Taking additional health and safety measure
- Allowing a student to reschedule tests and assignment due dates that are missed for reasons related to the student's pregnancy.
- Allowing a student to take a leave of absence.
- Excusing absences for reasons deemed medically necessary due to the pregnancy.

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 them to complete the course or research.

An institution shall allow a student who is pregnant or recently given birth an additional amount of time to take exams up to the longer of a period consistent with policies of the institution or 12 months from the originally scheduled examination date, unless a longer period is medically necessary.

An institution shall allow a student who is pregnant or 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 12 months from the date originally scheduled for completion, unless a longer period is medically necessary.

An institution shall allow a student who is pregnant or recently given birth a period of up to 12 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.

The institution employee charged with coordination of Title IX shall maintain a system to receive and investigate complaints from students alleging a violation.

An institution shall do all of the following:

- Maintain a written policy for students on pregnancy discrimination and procedures for addressing pregnancy discrimination complaints. The institution shall provide a copy of the policy to faculty, staff, and employees in required training and all students attending orientation at the institution.
- Prominently post notice of the protections afforded to pregnant students and students who have recently given birth on their website.
- Provide information concerning the protections afforded to pregnant students and students who have recently given birth through the institution's medical center and student health center to a student upon the student's request and when otherwise appropriate.
- Assign responsibility for pregnancy and parenting support and protection to an office of the institution other than the office responsible for Title IX compliance. The institution shall post the name, location, and contact information of the responsible office on their website. Responsibilities shall include, but are not limited to:
  - Maintaining current knowledge of the provisions of this section.
  - Oversee institution compliance
  - Understanding and publicizing topics related to pregnancy and parenting, including child care availability, breastfeeding accommodations, and pregnancy and parenting assistance from public and private providers in order to enhance campus life and academic

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## Amendment Analysis

### H-1238 by Henderson

- Student means biological female
- Instead of up to 12 months to finish work, the institution must give a reasonable period of time to the student that is mutually agreed to by the student and the institution.
- Adds that if a student was unable to satisfactorily complete a course due to the leave of absence, the student shall be given the option to retake the course for a reduced tuition and fees.

### H-XXXX by Henderson

- Removes the portion that the CCs have issues with in regards to offering students to retake the course at a reduced rate.

### H-1251 by Ehler

- Adds physical or mental illness, including hospitalization of a student or immediate family member of the student, or the death of an immediate family member of a student.