

## **Pregnant Student Policy**

**Purpose:** Title IX of the Education Amendments of 1972, prohibits discrimination based on sex, including pregnancy or related conditions, in all federally-funded programs at Heidelberg University (“University”). This Policy aims to address the University’s obligations under federal law to provide for individuals experiencing pregnancy or related conditions within the University community.

**Scope:** This policy applies comprehensively across the University's programs, including but not limited to all academic, educational, employment, extracurricular, athletic, and other programs of the University.

### **POLICY:**

#### **I. Policy Statement**

The University is committed to creating an environment that is inclusive and accessible to students experiencing pregnancy or related conditions. The University prohibits any actions that discriminate against or exclude a student or applicant from any of its education programs or activities on the basis of their current, potential, or past marital or parental status or pregnancy or related condition(s). The University prohibits the adoption or implementation of any policy, practice, or procedure that concerns a student or applicant’s current, potential, or past parental, family, or marital status that treats them differently on the basis of sex.

#### **II. Definitions**

##### ***Parental status***

The status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is: a biological parent, an adoptive parent, a foster parent, a stepparent, a legal custodian or guardian, in loco parentis with respect to such a person, or actively seeking legal custody, guardianship, visitation, or adoption of such a person.

##### ***Pregnancy or related Condition***

Pregnancy, childbirth, termination of pregnancy, or lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

#### **III. Reasonable Modifications, Leaves of Absence, and Other Support**

Students who wish to request a leave of absence, access to lactation spaces, or reasonable modifications for pregnancy or related conditions should contact the Title IX Coordinator/Deputy Title IX Coordinator to explore available options. Disclosure of pregnancy or related conditions to the University is voluntary, but students who wish to learn more about the resources and support available to them are encouraged to contact the Title IX Coordinator/Deputy Title IX Coordinator.

**Reasonable Modifications:**

- The University will provide reasonable modifications for students because of pregnancy or related conditions. The University will engage in an interactive process to evaluate the student's requests on an individualized basis. The interactive discussions may involve the Title IX Coordinator/Deputy Title IX Coordinator, the Director of Student Accessibility Services as necessary, the student, and the academic unit.
- A request for modification that fundamentally alters the nature of the education program or activity is not a reasonable modification.
- The student has the discretion to accept or decline the reasonable modification.
- In certain circumstances, the University may request supporting documentation, so long as that documentation is necessary and reasonable for the University to determine the reasonable accommodations.
- Reasonable modifications can include, depending on the student's individual circumstances, the following: breaks to express breastmilk or to attend health-related needs; breaks to eat, drink, or use the restroom, intermittent absences, access to online education, changes in schedule or sequencing of classes. Other reasonable modifications as appropriate may also be available.

**Request for Leave of Absence:**

- Students may opt for a leave of absence due to pregnancy or related conditions for a period of time deemed medically necessary by the student's healthcare provider, unless another applicable University policy provides for a greater leave period than that which was medically necessary.
- The Title IX Coordinator/Deputy Title IX Coordinator can provide guidance on this option, with considerations for varying durations based on individual circumstances and medical recommendations.
- Students who take a leave of absence due to pregnancy or related conditions will be reinstated to the academic status that the student held when the leave of absence began.

**Lactation:**

- Any pregnant or parenting student has the right to access lactation spaces on campus. Lactation spaces will be a location that is clean, is not a bathroom, is shielded from view, and is free from intrusion by others.
- More information about lactation spaces can be provided by contacting the Title IX Coordinator.

#### **IV. Employee Referrals**

Any University Employee who is informed of a student's pregnancy or related conditions by the student or a person with the legal right to act on behalf of the student is required to inform the student that the Title IX Coordinator is available to provide them with information on the support available to them, including reasonable modifications, leaves of absence, and access to lactation spaces and to provide the student with contact information for the Title IX Coordinator.

Employees who fail to act in accordance with this section will be referred to their appropriate supervisor for follow-up as deemed appropriate by the supervisor.

#### **V. Questions or Concerns**

Students with inquiries about this policy or concerns about its application are encouraged to contact the Title IX Coordinator/Deputy Title IX Coordinator for assistance.

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Students or applicants who wish to report discrimination based on their pregnancy or related conditions or parental or marital status may do so by contacting the Title IX Coordinator.