

Summary of New Policy: Pregnancy, Childbirth and Other Pregnancy Related Conditions for Students and Employees Policy [11/1/23]

New University Policy: Although the Office for Civil Rights and Title IX Education and Compliance and Human Resources are currently providing accommodations for students and employees affected by pregnancy, childbirth and other pregnancy related conditions, this will be the first stand-alone, University-wide Policy.

Legal Framework: Codifies the University's existing obligations under Title IX of the Education Amendments of 1972, The Pregnant Workers Fairness Act, the Providing Urgent Maternal Protections (PUMP) for Nursing Mothers Act, etc.

Scope: Applies to students and employees who are affected by pregnancy, childbirth and other pregnancy related conditions who are seeking modifications/accommodations related to their work, education and/or leaves of absence. The Policy *does not* conflict or supersede the University's obligations under other University Policies and/or contractual obligations particularly as it relates to leave.

Procedures: Provides a procedural process for students and employees seeking accommodations and outlines the standard for what is considered a reasonable accommodation, examples of reasonable accommodations/adjustments, and information related to leaves of absence.

Student Modifications and Leaves: Request for modifications to a student's education will continue to be addressed by the Office for Civil Rights and Title IX Education and Compliance. Students, who are also employed by the University, will work with HR regarding their workplace related accommodation requests.

Employee Modifications and Leaves of Absence: Request for workplace accommodations will continue to be addressed by Human Resources, more specifically, the Workplace Accommodations Specialist. In addition, HR will continue to assess requests for leaves of absence from the workplace.

Lactation/Breastfeeding/Chestfeeding: New Policy codified existing obligations the University has to provide time and private locations for students and employees to express milk, breastfeed/chestfeed, etc. that are not bathrooms. The Policy includes an interactive map for lactation spaces on campus.

RCPD and Disability Related Conditions: Provides information on where students and employees can go for disability related accommodations that may or may not relate to their pregnancy, childbirth and other pregnancy related conditions.

Discrimination and Harassment on the basis of pregnancy, childbirth and other pregnancy related conditions will still continue to be assessed under the University's Anti-Discrimination Policy.