

# BURRELL COLLEGE OF OSTEOPATHIC MEDICINE

## STANDARD OPERATING PROCEDURES

<b>Title: Title IX - Pregnancy or Related Conditions</b>		<b>SOP #: GA.025.00</b>
Effective Date	8.1.2024	
Last Revision/Review	8.1.2024	

### 1. Purpose

The College does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX).

### 2. Related Policy/Authority

Policy B1043 Title IX

Policy B1040 Non Discrimination

### 3. Faculty/Staff Responsibilities

Title IX Coordinator

Student Affairs

Employees

### 4. Definitions/Abbreviations

- **Pregnancy and Related Conditions.** The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.
- **Reasonable Modifications.** Individualized modifications to the College's practices, or procedures that do not fundamentally alter the College's education program or activity.

### 5. Procedural Steps

1. Any College employee who becomes aware of a student's pregnancy or related condition is required to provide the student with the Title IX Coordinator's contact information and communicate that the Coordinator can help take specific actions to prevent discrimination and ensure equal access to the College's education program and activity. If the employee has a reasonable belief that the Title IX Coordinator is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator's contact information.
2. Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will contact the student and inform the student of the College's obligations to:
  - Prohibit sex discrimination.
  - Provide reasonable modifications.
  - Allow a voluntary leave of absence.
  - Ensure lactation space availability.
  - Maintain a resolution process for alleged discrimination.

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- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.
3. The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.
  4. Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to the College's education program and activity. Any student seeking Reasonable Modifications must contact the Title IX Coordinator. The Title IX Coordinator, in collaboration with the Office of Student Affairs, will discuss appropriate and available Reasonable Modifications based on their individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible, although retroactive modifications may be available in some circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the offered Reasonable Modifications. Not all Reasonable Modifications are appropriate for all contexts.
  5. Reasonable Modifications may include but are not limited to:
    - Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
    - Intermittent absences to attend medical appointments
    - Time extensions for coursework and rescheduling of tests and examinations
    - Allowing a student to sit or stand, or carry or keep water nearby
    - Counseling
    - Changes in physical space or supplies (for example, access to a larger desk or a footrest)
    - Other changes as determined by the Title IX Coordinator
  6. In situations such as the College's cohort-model program and/or clinical rotations, medically necessary leaves are sufficient cause to permit the student to join a subsequent cohort when returning from leave. Students are encouraged to work with the Office of Student Affairs and the College's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementation as needed.
  7. For employee related leave, please visit with the Office of Human Resources. Employees who take leave under Title IX must be reinstated to the status held when leave began or a comparable position without a negative effect on any employment privilege or right.
  8. Supporting documentation for Reasonable Modifications will only be required when it is necessary and reasonable under the circumstances to determine which Reasonable Modifications to offer to determine other specific actions to take to ensure equal access.
  9. Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide the Reasonable Modification.
  10. Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX Coordinator will refer the student to the Office of Student Affairs to ensure the student receives reasonable accommodations for their disability as required by law.

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11. The College does provide students and employees with access to lactation spaces that are functional, safe, and appropriate. Please contact the Office of Student Affairs or the Office of Human Resources for additional information.

### **6. Reports/Charts/Forms/Attachments/Cross References**

### **7. Maintenance**

Annual Review

### **8. Signature**

Approved by

8.1.2024

Title IX Coordinator

Date

### **9. Distribution List**

Internal/External

### **10. Revision History**

Revision Date	Subsection #	Summary of Changes	New/Cancellation/Replacement Procedure? (if applicable)	Approval Date