



Student Policy on Pregnancy and Related Conditions

Effective Date: August 1, 2024

This document sets forth Saybrook University's policy and procedures on pregnancy and related conditions in accordance with Title IX of the Education Amendments of 1972 (Title IX).

Questions about Title IX and this Policy may be directed to:

Title IX Coordinator

Shaniece McGill

Vice Provost of Student Life and Dean of Students

saybrooktitleix@saybrook.edu

626.316.5342

Deputy Title IX Coordinator

Joseph Strouth

Associate Dean of Students

saybrooktitleix@saybrook.edu

626.316.5325

Students may also direct questions about Title IX and the Campus SaVE Act to:

saybrooktitleix@saybrook.edu

626.316.5342

Community members may also direct questions about Title IX to:

United States Department of Education Office of Civil Rights (OCR)

Customer Service Hotline: 800-421-3481

TDD#: 877-521-2172

Website: www.ed.gov/ocr

E-mail: ocr@ed.gov

400 Maryland Avenue SW, Washington, DC 20202-1100

Saybrook University Non-Discrimination Statement

Saybrook 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). Saybrook prohibits members of its community from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current, potential, or past parental, family, or marital status.

Definitions

- **Familial Status:** the configuration of one's family or one's role in a family.
- **Marital Status:** the state of being married or unmarried.
- **Medical Necessity:** a determination made by a health care provider (of the student's choosing) that a certain course of action is in the patient's best health interests.
- **Parental Status:** the status of a person who, with respect to another person who is under the age of 18, is a biological, adoptive, foster, or 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 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.
- **Pregnant Student/Birth-Parent:** refers to the student who is or was pregnant. This policy and its pregnancy-related related protections apply to all pregnant persons, regardless of gender or identity or expression.
- **Reasonable Modifications:** Individualized modifications to Saybrook's policies, practices, or procedures that do not fundamentally alter Saybrook's education program or activity.

Information Sharing Requirements

Any Saybrook 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 Saybrook'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.

Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will contact the student and inform the student of Saybrook's obligations to:

- Prohibit sex discrimination.
- Provide reasonable modifications.
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity.

- Allow a voluntary leave of absence.
- Ensure lactation space availability.
- Maintain a Resolution Process for alleged discrimination as outlined in the Discrimination policy.
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.

The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

Reasonable Modifications for Students

Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to Saybrook's education program and activity. Any student seeking Reasonable Modifications must contact the Title IX Coordinator to discuss appropriate and available Reasonable Modifications based on their individual needs. Students are encouraged to request Reasonable Modifications via the Pregnancy and Related Conditions Modification Request Form 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.

Reasonable modifications may include, but are not limited to:

- Breaks during class or synchronous learning experiences to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Excusing intermittent absences for medical appointments
- Accessible seating at in-person learning experiences
- Changes in schedule or course sequence
- Time extensions for coursework and exams
- Rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Allowing time off from school under Saybrook's Leave of Absence Policy and providing for completion of a course or a portion of a course.
- Other changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as practicum, internship, and group work, Saybrook will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave. Students are encouraged to work with their faculty members and Saybrook'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.

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.

Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide Reasonable Modifications.

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 ensure the student receives reasonable accommodation for their disability as required by law.

Lactation Space Access

Saybrook provides students and employees with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others.

Lactation space is located at:

Wellness Room, Room Number E131

45 W. Eureka Street

Pasadena, CA 91101

To make a reservation send an email to the poccsshr@pacificoaks.edu with date and time.

For lactation space at in person learning experiences, contact Shaniece McGill, Vice Provost of Student Life and Dean of Students/Title IX Coordinator at saybrooktitleix@saybrook.edu.

Leave of Absence

- a. Students may elect to take a leave of absence for a reasonable time as deemed medically necessary because of pregnancy and related conditions. The duration of the leave may be extended in cases where it is deemed medically necessary by the student's health care provider because of pregnancy or a related condition.
- b. If a student elects to drop a course under this policy, a non-punitive grade will be assigned in the course.
- c. To the extent possible, Saybrook will take reasonable steps to ensure that students who take a leave of absence or medical leave under this policy, return to the same position of academic progress that they were in when they took leave, including access to the same or an equivalent course catalog that was in place when the leave began.
- d. Continuation of students' scholarship, fellowship, or similar Saybrook-sponsored funding during the leave term will depend on the students' registration status and the policies of the funding program regarding registration status. Students will not be negatively impacted by or forfeit their future eligibility for their scholarship, fellowship, or similar Saybrook-supported funding by exercising their rights under this policy.
- e. Absence from class, in person learning experiences, or missing coursework deadlines due to childcare restrictions are not accommodated under this policy.