



## **Student Policy on Pregnancy and Related Conditions**

**Issued on August 10, 2017**

**Revised on February 10, 2019**

This document sets forth The Chicago School of Professional Psychology's (TCSPP) student policy and procedures on pregnancy and related conditions in accordance with Title IX of the Education Amendments of 1972 (Title IX). This policy ensures the protection and equal treatment of pregnant individuals and persons with pregnancy-related conditions.

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

Title IX Coordinator  
Jennifer Stripe Portillo  
Dean for Student Success  
E-mail: [titleIX@thechicagoschool.edu](mailto:titleIX@thechicagoschool.edu)  
Phone: (213) 615-7264  
617 W. 7th Street, Los Angeles, CA 90017

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

United States Department of Education Office of Civil Rights (OCR)  
Customer Service Hotline: 800-421-3481  
Website: [www.ed.gov/ocr](http://www.ed.gov/ocr)  
E-mail: [ocr@ed.gov](mailto:ocr@ed.gov)  
400 Maryland Avenue SW, Washington, DC 20202-1100

### **I. POLICY STATEMENT**

TCSPP is committed to creating and maintaining a safe learning and working environment that is free of unlawful discrimination, harassment, exploitation, or intimidation. As such, TCSPP prohibits sex discrimination, which can include discrimination based on pregnancy, family, marital, or parental status in admissions, educational programs and activities, hiring, leave policies, and employment policies.

Under the Title IX regulation, an institution that receives federal funding "shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom." Per the regulation, appropriate treatment of a pregnant student includes granting the student

leave “for so long a period of time as is deemed medically necessary by the student’s physician,” and then effectively reinstating the student to the same status as was held when the leave began.

Pregnancy is typically treated similarly to a temporary disability. Under this policy, a student will be given appropriate accommodations that may include, but are not limited to: an opportunity to make up missed work (e.g., papers, quizzes, tests, presentations, and other assignments), extended deadlines, independent study, online course completion or remote attendance, assignment of Incomplete grade. To the extent possible, TCSPP will take reasonable steps to ensure that pregnant students who take a leave return to the same position of academic progress that they were in when the leave began, including access to the same Academic Catalog. The Title IX Coordinator or designee has the authority to determine that such accommodations are necessary and appropriate and to inform faculty members of the need to adjust academic parameters accordingly.

Information about a pregnant student’s request for accommodation will be shared with faculty and staff only to the extent necessary to provide reasonable accommodation. Faculty and staff will regard all information associated with such requests as confidential and will not disclose this information unless necessary. Administrative responsibility for these accommodations lies with the Title IX Coordinator or designee, who will maintain all appropriate documentation related to accommodations.

A student seeking accommodations under this policy should contact the Title IX Coordinator to devise a plan for how to best address their needs including anticipating the need for leave, minimizing academic impact, and getting back on track as efficiently and effectively as possible. In situations including but not limited to thesis, dissertation, field experience, study abroad, residency, internship, practicum, clinical rotations, or labs, an alternative path to completion will be developed, where practicable. 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.

This policy covers only the pregnant student during pregnancy and for post-pregnancy related conditions and does not cover non-birth-parent(s) or the resulting child(ren).

## **II. POLICY SCOPE**

This policy applies to all aspects of TCSPP’s program, including, but not limited to, admissions, educational programs and activities, extracurricular activities, hiring, leave policies, and employment policies.

## **III. DEFINITIONS**

- a. *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.
- b. *Pregnancy and Pregnancy-Related Conditions*: include but are not limited to pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.

- c. *Pregnancy Discrimination*: includes treating an individual affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected, and includes a failure to provide legally mandated leave or accommodations.
- d. *Pregnant Student/Birth-Parent*: refers to the student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.
- e. *Reasonable Accommodations*: changes in the academic environment or typical operations that enable pregnant students or students with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of TCSPP.

#### **IV. REASONABLE ACCOMMODATION OF STUDENTS AFFECTED BY PREGNANCY, CHILDBIRTH, OR RELATED CONDITIONS**

- a. TCSPP faculty, staff, and other employees will not require students to limit their studies as the result of pregnancy or pregnancy-related conditions.
- b. The benefits and services provided to students affected by pregnancy will be no less than those provided to students with temporary medical conditions.
- c. Students with pregnancy-related disabilities, like any student with a short-term or temporary disability, are entitled to reasonable accommodations so that they will not be disadvantaged in their courses of study or research.
- d. No artificial deadlines or time limitations will be imposed on requests for accommodations, but TCSPP may be limited in its ability to impact or implement accommodations retroactively.
- e. Reasonable accommodations may include, but are not limited to:
  1. Providing accommodations requested by a pregnant student to protect the health and safety of the student and/or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances);
  2. Making modifications to the physical environment (such as accessible seating);
  3. Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related conditions;
  4. Offering remote learning options;
  5. Excusing medically-necessary absences (this must be granted, irrespective of classroom attendance requirements set by a faculty member or department);
  6. Allowing time off from school under TCSPP's Leave of Absence policy or Temporary Withdrawal policy and providing for completion of a course or a portion of a course.
  7. Allowing breastfeeding students reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible. Bathroom stalls do not satisfy this requirement.

Nothing in this policy requires modification to the essential elements of any academic program. Pregnant students cannot be channeled into an alternative program or school against their wishes.

## **V. TIME OFF FROM SCHOOL**

- a. As long as students can maintain appropriate academic progress, faculty, staff, or other TCSPP employees will not require them to take a leave of absence, withdraw from, or limit their studies as the result of pregnancy, childbirth, or related conditions, but nothing in this policy requires modification of the essential elements of any academic program.
- b. Enrolled students may elect to take time off from school for up to the length of time authorized under the Leave of Absence policy or Temporary Withdrawal policy because of pregnancy and related conditions. The duration of time off may be extended in cases of extenuating circumstances or medical necessity.
- c. Students taking time off from school under this policy will provide notice of their intent to do so 30 calendar days prior to the initiation of leave, or as soon as practicable.
- d. Intermittent leave may be available when medically necessary. The Title IX Coordinator or designee will work with the academic department to determine the parameters of intermittent leave.
- e. If a student elects to drop a course under this policy, a non-punitive grade will be assigned in the course, and the student will be refunded applicable course tuition and fees.
- f. To the extent possible, TCSPP will take reasonable steps to ensure that students returning from leave will be reinstated to their program in the same status as when the leave began, with no financial penalty.
- g. Continuation of students' scholarships, fellowships, or similar TCSPP-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 scholarships, fellowships, or similar TCSPP-supported funding by exercising their rights under this policy. A Title IX representative will advocate for students with respect to financial aid agencies and external scholarship providers in the event that a leave of absence places eligibility into question.
- h. Absence from class or missing coursework deadlines due to child care restrictions are not accommodated under this policy.

## **VI. STUDENT EMPLOYEES**

- a. All student-employees will be entitled to the protections of the Family and Medical Leave Act, if eligible.
- b. Pregnancy and related conditions will be treated as any other temporary disability for job purposes, including leave and benefits and reasonable accommodation.
- c. Student-employees may also be entitled to the protections of the Pregnancy Discrimination Act, an amendment to Title VII of the Civil Rights Act of 1964. The Pregnancy Discrimination Act prohibits employers from discriminating against employees on the basis of pregnancy, childbirth, or related medical conditions.
- d. Human Resources will assist in determining appropriate accommodations for student employees as related to their job assignment.

## **VII. RETALIATION AND HARASSMENT**

- a. Harassment of any member of TCSPP community based on sex, gender identity, gender expression, pregnancy, or parental status is prohibited.
- b. Faculty, staff, and other TCSPP employees are prohibited from interfering with students' right to take leave, seek reasonable accommodation, or otherwise exercise their rights under this policy.
- c. Faculty, staff, and other TCSPP employees are prohibited from retaliating against students for exercising the rights articulated by this policy, including imposing or threatening to impose negative educational outcomes because students request leave or accommodation, file a complaint, or otherwise exercise their rights under this policy.

## **VIII. REPORTING**

Any member of The Chicago School of Professional Psychology may report a violation of this policy to any supervisor, manager, or to the Title IX Coordinator. All mandated reporters are responsible for immediately forwarding such reports to the Title IX Coordinator. The Title IX Coordinator is responsible for overseeing complaints involving pregnant students.