



Student Policy on Pregnancy and Related Conditions **Issued on August 10, 2017**

This document sets forth The Chicago School of Professional Psychology's (TCSP) 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
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
E-mail: ocr@ed.gov
400 Maryland Avenue SW, Washington, DC 20202-1100

I. POLICY STATEMENT

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

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.

This generally means that pregnancy will be treated similarly to a temporary disability. Under this policy, a student will be given an opportunity to make up missed work (e.g., papers, quizzes, tests, and presentations), be granted extended deadlines, provided with tutoring, independent study, online course completion, and be assigned an Incomplete grade that can be resolved at a later date, should all be employed, in addition to any other ergonomic and assistive supports typically provided by ADA (Disability) Services. 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 they took leave, including access to the same Academic Catalog that was in place when the leave began. The Title IX Coordinator 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 private and will not disclose this information unless necessary. Administrative responsibility for these accommodations lies with the Title IX Coordinator who will maintain all appropriate documentation related to accommodations.

The student is encouraged to work with the Title IX Coordinator, faculty members, and TCSPP’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. While this process should be student-led, the Title IX Coordinator will assist with plan development and implementation. In situations including but not limited to thesis, dissertation, field experience, study abroad, residency, internship, and practicum, an alternative path to completion will be developed, where practicable.

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 is 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. Providing mobility support;
 4. Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences;
 5. Offering remote learning options;
 6. Excusing medically-necessary absences (this must be granted, irrespective of classroom attendance requirements set by a faculty member, department, or division);
 7. 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.
 8. 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.

VI. STUDENT EMPLOYEES

- a. All student-employees will be entitled to the protections of the Family and Medical Leave Act, if applicable and if eligible, regardless of whether they are also students or hold post-doctoral status.
- 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.

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.