University Council:
Pregnancy, Childbirth and Other Pregnancy Related Conditions

Nikki Schmidtke, JD (She/Her)
Director of ADP and Title VI Coordinator

Pregnancy and Parenting Policy Workgroup:
Laura Rugless, Vice President/TIX Coordinator, OCR
Carrie Moylan, President Advisor on RVSM
Kelly Schweda, Executive Director, POE
Tracy Leahy, ADA Coordinator, OCR
Melissa Sortman, Assistant Provost, FASA
Amanda Moses, Senior HR Specialist, OER
Kelli Malcolm, Senior Investigator, OCR
Shannon Torres, Associate General Counsel, OGC
Kristine Moore, Associate General Counsel, OGC
Overview

• Addresses the University's obligations under Title IX and other Federal laws (Pregnant Workers Fairness Act, PUMP Act)
• Applies to students and employees
• Provides procedures for students seeking reasonable modifications for pregnancy, childbirth, other pregnancy related conditions, and parenting modification request from OCR
• Provides procedures for employees seeking reasonable accommodations for pregnancy, childbirth and other pregnancy related conditions
• Lactation/Breastfeeding/Chestfeeding- codifies University's existing obligations to provide clean and private locations for nursing, lactation/breastfeeding/chestfeeding
• Bring awareness to this already existing resource!
Students

- Student modification requests handled by trained support specialists in OCR
- Includes modifications based on parenting (TIX)
- Commonly requested modifications:
  - Periodic/Extended Absences
  - Extensions
  - Alternative Assignments
  - Larger desk space
- Interactive process
- Requires health care provider note
- Reasonable modifications required unless they pose an undue hardship, fundamentally alter course integrity or its requirements, or conflict with licensing/accreditation requirements
Students (Continued)

• Informal Discussion and Request for Reconsideration
• Graduate students and students who are also employees - will work with OCR and HR
• University must provide reasonable time and space for students to express breastmilk/breastfeed/chestfeed that are not bathrooms and shielded from view and free from intrusion (i.e., locked)
• Pregnancy Related Conditions and Parenting Modification Request Form (PRP)
Employees

- Employee request for accommodations handled by Workplace Accommodation Specialist in HR
- Commonly requested accommodations:
  - Closer parking space
  - Flexible hours
  - Additional break time
  - Excused from strenuous activities
  - Leave
  - Interactive process
  - Requires healthcare provider note
Employees (Continued)

• An accommodations is reasonable if it is needed, would be effective and does not cause an undue hardship
• Employee leave requests are addressed under other HR policies
• Employees will also be provided reasonable time and space to express breastmilk other than a bathroom, that is shielded from view and free form intrusion (i.e., locked) for up to one year after birth
• University maintains personal health room space map
• Statement of Pregnant Employee Accommodation Determination (SPEAD)
Does not supersede Union contracts (GEU, etc.)

*Encourage* employees to refer students to TIX Co. when disclosing pregnancy

Students and employees who develop substantially limiting medical impairments due to pregnancy, childbirth and other pregnancy related conditions should be referred to RCPD

- Includes postpartum and other mental health related conditions

Failure to provide reasonable modifications/accommodations as directed by the University could be considered sex discrimination in violation of the Anti-Discrimination Policy and/or Relationship Violence and Sexual Misconduct
Questions??