



University Council: Pregnancy, Childbirth and Other Pregnancy Related Conditions

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Pregnancy and Parenting Policy Workgroup:

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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 from 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??