



PREGNANCY AND RELATED CONDITIONS

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

is a federal civil rights law that prohibits discrimination on the basis of sex, including pregnancy and parental status. CBU will provide a range of reasonable adjustments to students who need them due to pregnancy and childbirth.

STUDENT RIGHTS

CBU will provide reasonable adjustments to students who need them due to pregnancy for as long as it is medically required. Adjustments are assessed case-by-case with interactive dialogue between the faculty/staff member and the student. Adjustments may include changing a student's schedule, providing an oversized desk granting elevator access, assigning a convenient parking spot, or allowing frequent restroom trips.

DISCLOSURE IS VOLUNTARY

Disclosure is voluntary, and the student can disclose and affirmatively seek any necessary adjustments.

Once a student discloses a pregnancy, CBU will collaborate with the student to develop an appropriate plan to preserve access to the education program based on their individual needs, which may change over time.

A student seeking an adjustment because of pregnancy should contact the Title IX Coordinator at titleix@cbu.edu or (901) 321-3254. The Title IX Coordinator will explain the next steps.

LACTATION SPACES

Private lactation spaces will be provided upon request.

EXAMPLES OF MEASURES FOR STUDENTS:

Students are entitled to absences or medical leave for pregnancy and related conditions. CBU will:

- Not discriminate against or exclude any student, or exclude any student from their education program or activity, including any class or extracurricular activity, based on a student's pregnancy or pregnancy-related condition
- Prohibit harassment based on pregnancy or pregnancy-related conditions
- Treat pregnancy-related conditions like any other temporary disability regarding medical benefits, services, or policies.
- Provide leave to pregnant students and students with pregnancy-related conditions for as long as the student's physician deems medically necessary.
- Ensure its instructors' policies and practices do not discriminate against students because of pregnancy or pregnancy-related conditions.
- If grading is based partly on class attendance or participation, allow students to earn missed credits and be reinstated to the student's pre-leave status.
- Provide the student with the same services it provides to students with temporary medical conditions, including online instruction, tutoring, and/or independent study.



CBU EMPLOYEES

Federal and state laws prohibit discrimination on the basis of pregnancy or a condition related to pregnancy. Employees have a legal right to a reasonable accommodation in the event pregnancy causes or contributes to a disability, and the accommodation does not impose an undue hardship on CBU.

CBU provides reasonable accommodations to employees who are pregnant or who have a condition related to pregnancy. Some potential options are:

- Change job duties
- Change work hours
- Temporary relocation
- Provide mechanical or electrical aids
- Transfer to less strenuous or less hazardous positions
- Provide leave

Every situation is different and requires an interactive conversation with your employer to decide what accommodation best suits your needs.

LACTATION BREAKS

Private lactation spaces will be provided upon request. Employees may take reasonable breaks to express milk as long as their work needs can be efficiently and effectively met.

DISCLOSURE

Disclosure is voluntary. Employees can decide whether to disclose and affirmatively seek any necessary accommodations.

When a student requests an adjustment or shares a pregnancy-related condition, the employee is required to notify the Title IX Coordinator by email at: titleix@cbu.edu. This will enable the Coordinator to offer to meet and ensure they are informed of their rights and document any CBU response.

EXAMPLES OF MEASURES FOR EMPLOYEES

Employees are entitled to absences or medical leave for pregnancy and related conditions. CBU will:

- Not discriminate against or exclude from employment any employee or applicant on the basis of pregnancy or pregnancy-related condition
- Prohibit harassment based on pregnancy or pregnancy-related conditions
- Treat pregnancy and pregnancy-related conditions the same as any other temporary disability for all job-related purposes
- Treat pregnancy-related conditions as justification for a leave of absence without pay for a reasonable period of time.
- Reinstatement of the employee to preleave status or to a comparable position without reduction of compensation or loss of promotional opportunities or any other employment rights or privileges.

ANY QUESTIONS?

Use the QR Code to access the Title IX Website. Request an accommodation by email at titleix@cbu.edu or call (901) 321-3254

