



private and will not disclose this information unless necessary. Administrative responsibility for these accommodations lies with the Title IX Coordinator.

In situations such as clinical rotations, performances, labs, and group work, the Title IX faculty members, will work with the student to devise an alternative path to education completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves may be sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave.

Students are encouraged to work with the Title IX Coordinator and their faculty members 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.

Parenting students may also be eligible for accommodations per this policy and should contact the Title IX Coordinator for more information.

## **COMPLIANCE**

### **Reporting:**

Any member of the University community may report a violation of this policy to any supervisor, manager, or to the Title IX Coordinator. All supervisors and managers must promptly forward such reports to the Office of Equity and Diversity. The Title IX Coordinator is responsible for overseeing complaints of discrimination involving pregnant and parenting students.

The Title IX Coordinator for the University is:

Elizabeth M. Garcia, Esq.  
Office of Equity and Diversity  
IMBM Suite 315  
[elizabeth.garcia2@scranton.edu](mailto:elizabeth.garcia2@scranton.edu)  
570-941-6645  
<https://www.scranton.edu/equity-diversity/>

## **DEFINITIONS**

a. Caretaking: caring for and providing for the needs of a child, including adoptive or foster.

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

e. **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.

f. **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.

g. **Reasonable Accommodations:** (for the purposes of this policy) changes in the academic, environment, or typical operations that enables pregnant students or students with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of the University.

7. Allowing breastfeeding mothers who are University 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.

Reasonable accommodations may not be appropriate if they fundamentally alter the programs of instruction. Students will need to meet the academic and or technical standards of the programs. Nothing in this policy requires modification to the fundamental elements of any academic program. Pregnant students cannot be channeled into an alternative program or school against their wishes.

### **MODIFIED ACADEMIC RESPONSIBILITIES POLICY FOR PARENTING STUDENTS**

- a. Students with child caretaking responsibilities who wish to remain engaged in their coursework while adjusting their academic responsibilities because of the birth of a child, fostering or adopting a child may request an academic modification period during the first three months from the time the child entered the home. Extensions may be granted when additional time is required by medical necessity or extraordinary caretaking responsibilities.

may be adjusted and

deadlines postponed as determined by the interactive process with the Title IX Coordinator or designee.

- c. In timed degree, certification or credentialing programs, students who seek modifications upon the birth or placement of a child will be allowed an extension to prepare for and take preliminary and qualifying examinations, and toward normative time to degree while in candidacy, to the extent those deadlines are controlled by the University. Longer extensions may be granted in extenuating circumstances.

- d. Students can request modified academic responsibilities under this policy regardless of whether they elect to take a leave of absence.

### **NOTIFICATION OF PLAN:**

Once a student engaged in the process with the Title IX Coordinator or designee, and a plan is developed, the Title IX Coordinator will provide a copy of the plan to the student and the

### **LEAVE OF ABSENCE**

- a. As long as students can maintain appropriate academic progress, faculty, staff, or other University employees will not require them to take a leave of absence, or withdraw from or limit their studies as the result of pregnancy, childbirth, or related conditions, but nothing in this policy requires modification of the fundamental elements of any academic program. However, enrolled students may elect to take a leave of absence because of pregnancy and/or the birth, adoption, or placement of a child. The leave term may be extended in the case of extenuating circumstances or medical necessity.

b. Students taking a leave of absence under this policy will provide notice of the intent to take leave 30 calendar days prior to the initiation of leave, or as soon as practicable.

c. Intermittent leave may be taken with the advance approval of the Title IX Coordinator, in consultation with faculty members, when medically necessary, and when the intermittent leave does not fundamentally alter the programs of instruction as students will need to meet the academic and or technical standards of the programs.

d. Students who elect to take leave under this policy (and financial aid, if appropriate) to discuss status options to continue their eligibility for certain benefits.

e. To the extent possible, the University will take reasonable steps to ensure that upon return from leave, students will be reinstated to their program in the same or substantially similar status as when the leave began, with no tuition penalty.

University-sponsored funding

funding program regarding registration status.

h. The Financial Aid office can and 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.

### **STUDENT-EMPLOYEE LEAVE**

a. All full-time students that also work for the University may be entitled to the protections of the Family and Medical Leave Act and other handbook related protections.

b. Pregnancy and related conditions will be treated as any other temporary disability for job purposes, including leave and benefits.

c. Pregnancy and related conditions will be regarded as a justification for a leave of absence without pay for a reasonable period of time, at the conclusion of which employees will be reinstated to the status that they held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

### **REQUESTING PREGNANCY AND PARENTING ACCOMMODATIONS**

Students seeking a pregnancy accommodation are to complete a [Pregnancy Adjustment Request Form](#) noting the requested reasonable adjustment and submit it to the Office of Equity and Diversity. Specific adjustments will be handled on a case-by-case basis and will depend on medical need and academic requirements.

### **RETALIATION, DISCRIMINATION AND HARASSMENT**

a. Harassment or discrimination of any member of the University community based on sex, gender identity, gender expression, pregnancy, or parental status is prohibited.

b. Faculty, staff, and other University