

Students are encouraged to work with their faculty members and IUP 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. The Title IX Coordinator will assist with plan development and implementation as needed.

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- a. *Caretaking*: caring for and providing for the needs of a child.
 - b. *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.
 - c. *Newborn-Parenting*: the caring for a child

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 these guidelines require modification to the essential elements of any academic program. Pregnant students cannot be channeled into an alternative program or school against their wishes.

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- a. Students with child caretaking/parenting responsibilities who wish to remain engaged in their coursework while adjusting their academic responsibilities because of the birth or adoption of a child or placement of a foster child may request an academic modification period during the first months from the time the child entered the home. Extensions may be granted when additional time is required by medical necessity or extraordinary caretaking/parenting responsibilities.
 - b. During the modification period, the student's academic requirements will be adjusted, and deadlines postponed as appropriate, in collaboration among the Title IX office, the student's academic advisor, and the appropriate academic department(s).
 - c. Students seeking a period of modified academic responsibilities may consult with their academic advisor or with the Title IX office to determine appropriate academic accommodations requests. The Title IX office will communicate all requests under these guidelines to students' academic advisors and coordinate accommodation-related efforts with the advisors unless the students specifically requests that their advisors be excluded. Students are encouraged to work with their advisors and faculty members to reschedule course assignments, lab hours, examinations, or other requirements, and/or to reduce their overall course load, as appropriate, once authorization is received from the Title IX office. If, for any reason, caretaking/parenting students are not able to work with their advisors/faculty members to obtain appropriate modifications, students should alert the Title IX office as soon as possible, and the office will help facilitate needed accommodations and

- e. To the extent possible, IUP will take reasonable steps to ensure that, upon return from leave, students will be reinstated to their program in the same status as when the leave began, with no tuition penalty.
- f. Continuation of students' scholarship, fellowship, or similar IUP-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 their scholarship, fellowship, or similar IUP-supported funding by exercising their rights under these guidelines.

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

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- a. Harassment of any member of the IUP community based on sex, gender identity, gender expression, pregnancy, or parental status is prohibited.
 - b. Faculty, staff, and other IUP employees are prohibited from interfering with students' rights to take leave, seek reasonable accommodation, or otherwise exercise their rights under these guidelines.
 - c. Faculty, staff, and other IUP employees are prohibited from retaliating against students for exercising the rights articulated in these guidelines, including imposing or threatening to impose negative educational outcomes because students request leave or accommodation, file a complaint, or otherwise exercise their rights under these guidelines.

Pregnant students' on-campus housing status will not be altered based on pregnancy status unless requested by the pregnant students.

Any member of the IUP community may report a violation of these guidelines to the Title IX Coordinator, who is responsible for overseeing complaints of discrimination involving pregnant and parenting students. The Title IX Coordinator for IUP is: Elise Glenn, Office of Social Equity, B-17 Delaney Hall, 724-357-3402, title-ix@iup.edu.

Complaints may also be filed with the U.S. Department of Education's Office for Civil Rights at the Office for Civil Rights (OCR). Complaints may be filed online, using the form available, at www.ed.gov/ocr/complaintintro.html.