

Governing Body:	Southern Oregon University	Date Approved:	
Policy Contact:	Title IX Coordinator	Approved By:	
Custodial Office:	Equity Grievance Office		
Related Policy:	GEN.009 – Equal Opportunity, Harassment, and Sexual Misconduct Policy		

A. Description

Southern Oregon University is committed to creating and maintaining a community where all students enjoy freedom from discrimination or harassment, including on the basis of sex, as mandated by Title IX of the Education Amendments of 1972. Harassment or discrimination based on pregnancy, marital status, or parental status is prohibited and illegal in the University’s education programs and activities. The University establishes this policy to ensure the protection and equal treatment of students who are pregnant and/or experiencing pregnancy-related conditions, including lactation. Any University employees enquiring about University-related leave, benefits, or rights for employees who are pregnant, including for student workers or graduate assistants, should visit [Accommodations - SOU Human Resources](#).

B. Definition(s)

This policy applies to all aspects of the University’s education program and activities. The following relevant concepts are defined below:

- “Medical necessity” is a determination made by a health care provider of a student's or employee's choosing.
- “Pregnancy and related conditions” include (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions, in accordance with federal law.
- “Pregnancy discrimination” includes treating a student or employee affected by pregnancy or a pregnancy-related condition less favorably than similar individuals unaffected and failing to provide legally mandated leave or accommodations.
- “Pregnant person/Birthparent” refers to the pregnant individual. This policy and its pregnancy-related protections apply to all pregnant people, regardless of gender identity or expression.
- “Reasonable Adjustments” for students are changes in the academic environment or typical operations that enable pregnant students with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of Southern Oregon University. Adjustments and assistance can include, but are not limited to:
 - Modifications to the on-campus physical environment, such as a larger desk
 - Mobility assistance
 - Breaks during class/workday, as needed
 - Excusing medically necessary absences
 - Extended deadlines and/or allowing for rescheduling exams
 - Allowing breastfeeding parents reasonable time and space to pump break milk in a location that is private, clean, and reasonably accessible.
- “The Title IX Coordinator” is the person designated with the authority to manage Title IX compliance for the University. The Coordinator or their designee determines that such adjustments are necessary and appropriate and will inform faculty or appropriate managers of the need to adjust learning, living, or working parameters accordingly.

C. Policy Statement

Right to Privacy

Information regarding pregnancy and related conditions will be shared on a need-to-know basis or if there is a legitimate business need to know. Information about pregnant students' requests for adjustments will be shared with faculty and staff only to the extent necessary to provide the reasonable adjustments or modifications. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary.

Employee Expectations

Any employee who learns directly from a student that the student might be experiencing a pregnancy and/or related condition is strongly encouraged to provide that student information about the Title IX Coordinator, and the type of assistance that the Title IX Coordinator can provide to that student. That information should include:

- Student contact information for the Title IX Coordinator;
- That the student has the right to reasonable adjustments related to their pregnancy and pregnancy-related conditions; and
- That the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to Southern Oregon University's educational programs and activities.

The University has designated the following office to manage and respond to pregnancy-medical conditions.

Equity Grievance Office
equitygrievance@sou.edu
[Online Request Form](#)

Parenting Status

The University prohibits treating individuals differently based on their sex, including parental status. A parenting student, however, does not receive formal modifications under this policy. For example, the University would not provide a formal modification when childcare plans change or when a child is sick. Southern Oregon University prohibits discrimination based on familial status.

Modification Requests For Students

The Equity Grievance Office will respond and maintain all appropriate documentation related to modification requests for Pregnant and Parenting students. This may include providing modifications for pregnant students with conditions that relate to pregnancy even if the student is not experiencing a pregnancy-related disability. When necessary, the Equity Grievance Office may also collaborate with the Disability Resource Office to offer support for a student when a student is experiencing a pregnancy-related disability and is requesting an ADA protected accommodation, and not just a modification.

Any concerns or requests pertaining to students shall be reported to the Director of Equity Grievance/Title IX Coordinator.

The University will make reasonable and responsive modifications or adjustments for students experiencing pregnancy or pregnancy-related conditions. Staff and faculty shall not require a student to limit their studies due to pregnancy or pregnancy-related conditions. The University assesses requests for adjustments for pregnancy and related conditions as they arise. Reasonable adjustments and modifications for students may include, but are not limited to:

- Modifications to the on-campus physical environment, such as a larger desk
- Mobility assistance
- Breaks during class/workday, as needed
- Excusing medically necessary absences

- Extended deadlines and/or allowing for rescheduling exams
- Allowing breastfeeding parents reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible.

Accordingly, the University will provide a reasonable amount of break time to accommodate a student's need to express breast milk for an infant child. When possible, a student's lactation schedule shall run concurrently with other academic breaks. The University will make a reasonable effort to provide the student with the use of a room or other location in close proximity to their learning or living area to express milk in private. Such space will not be a bathroom and will meet the requirements of applicable state and federal law.

Faculty, staff, or other employees shall not require a student to take a leave of absence or withdraw from or limit their studies due to pregnancy, childbirth, or related conditions. Students who elect to take leave under this policy may defer their enrollment without impacts on continuing eligibility to participate in their academic program. Students will need to work with the Equity Grievance Office and/or the Dean of Students and adhere to the University's guidelines for any time away from SOU.

Upon return from leave, the student will be reinstated to their program in the same status as when the leave began. Continuation of the student's scholarship or similar University-sponsored funding during the leave term will depend on the student's registration status and the policies of the funding program regarding registration status. Students will not negatively impact or forfeit their future eligibility for their scholarship, fellowship, or similar University-supported funding by taking leave under this policy.

Prohibition of Harassment, Discrimination, and/or Retaliation,

Harassment or discrimination by any member of the University community based on sex, gender, gender identity, gender expression, pregnancy, or parental status is prohibited. Faculty, staff, and other employees are prohibited from interfering with a student's taking leave, seeking reasonable accommodation, or otherwise exercising their rights under this Policy. Faculty, staff, and other University employees are prohibited from retaliating against a student or an employee for exercising the rights articulated by this Policy, including imposing or threatening to impose negative educational outcomes because a student requests leave or accommodation, files a complaint, or otherwise exercises their rights under the Policy.

To report a concern of Harassment, Discrimination, and/or Retaliation, please view the University's GEN.009 ([Equal Opportunity, Harassment, and Sexual Misconduct](#) Policy).

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

D. Relevant Authority

The University has designated the Director of Equity Grievance/Title IX Coordinator to oversee compliance with this Policy. The Title IX Coordinator has the authority to determine that such modifications are necessary and appropriate, and to inform faculty, staff, and/or the appropriate manager of the need to adjust learning, living or working parameters accordingly. The Title IX Coordinator or their designee will manage this Policy, its dissemination, and the response to the conditions defined herein.

For concerns involving students, the Title IX Coordinator will respond and maintain all appropriate documentation related to requests and modifications. This may include providing modifications for pregnant students with conditions that relate to pregnancy even if the student is not experiencing a pregnancy-related disability. Any concerns or requests pertaining to students shall be reported to the Director of Equity Grievance/Title IX Coordinator.

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Any individual can submit complaints 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.

E. Other Information

A copy of this Policy shall be made available on the SOU website. SOU shall alert all new students to this Policy and the location of this Policy as part of orientation. The Equity Grievance Office shall make preventive educational materials available to all members of the SOU community to promote compliance with this Policy and familiarity with its procedures.

The Policy Contact, defined above, will write and maintain the procedures related to this policy and these procedures will be made available within the Custodial Office.