



## **Student Policy on Pregnancy and Related Conditions**

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The Chicago School's Student Policy on Pregnancy and Related Conditions (Policy)<sup>1</sup> sets forth the school's policy and procedures in accordance with Title IX of the Education Amendments of 1972 (Title IX). This Policy ensures the protection and equal treatment of pregnant students and students with pregnancy-related conditions.

Questions about Title IX and this policy may be directed to:

Title IX Coordinator

Jennifer Stripe Portillo

E-mail: [titleIX@thechicagoschool.edu](mailto:titleIX@thechicagoschool.edu)

Phone: (213) 615-7264

Office Address: The Chicago School, 707 Wilshire Blvd, Los Angeles, CA 90017

Questions about Title IX and the Campus SaVE Act may also be directed to:

United States Department of Education Office of Civil Rights (OCR)

Customer Service Hotline: 800-421-3481

Website: [www.ed.gov/ocr](http://www.ed.gov/ocr)

E-mail: [ocr@ed.gov](mailto:ocr@ed.gov)

400 Maryland Avenue SW, Washington, DC 20202-1100

### **I. CHICAGO SCHOOL NON-DISCRIMINATION STATEMENT**

The Chicago School prohibits discrimination against its employees, students, and applicants based on race, color, sex, gender identity, religion, creed, age, national origin or ancestry, sexual orientation, disability or different ability, marital status, parental status, pregnancy, military status, political activities/affiliations, or other impermissible reason.

### **II. POLICY STATEMENT**

The Chicago School does not discriminate in its education programs or activities on the basis of current, potential, or past pregnancy and related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). The Chicago School prohibits members of the school community from adopting or implementing any policy, practice, or procedure, or taking an employment action, on the basis of sex concerning the current, potential, or past parental, family, or marital status, which treats people differently. This Policy and its pregnancy-related protections apply to all pregnant students, regardless of gender identity or expression.

Pregnancy or related conditions means "pregnancy, childbirth, termination of pregnancy, and lactation", medical conditions related to pregnancy, childbirth, termination of

pregnancy, and lactation, or recovery therefrom. This Policy covers only the student experiencing pregnancy or related conditions and does not cover non-birth-parent(s), the resulting child(ren), or childcare needs.

### **III. POLICY SCOPE AND IMPLEMENTATION**

This Policy includes information sharing requirements for employees, definitions, information about Reasonable Modifications, time off from school, student employees, and lactation space information. The Policy applies to all aspects of The Chicago School's program including but not limited to admissions, educational programs and activities, extracurricular activities, leave policies, and student employment.

Any reference to obligations in this Policy assigned to a particular title, such as Title IX Coordinator, may be delegated as appropriate by The Chicago School, including to external professionals.

### **IV. REPORTING**

When a student informs any Chicago School employee of their pregnancy or a pregnancy-related condition, the employee must:

1. Provide the student with the Title IX Coordinator's contact information; and
2. Inform the student that the Title IX Coordinator can provide modifications and can take specific actions to prevent discrimination ensuring equal access to The Chicago School's education programs and activities.

The employee should report the name of the student experiencing pregnancy and related conditions to the Title IX Coordinator as soon as possible. If the employee has a reasonable belief that the Title IX Coordinator is already aware of the student's pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator's contact information and other information stated above.

Any member of The Chicago School may report a violation of this Policy to the Title IX Coordinator or Human Resources, if applicable. The Title IX Coordinator is responsible for overseeing complaints involving students experiencing pregnancy and related conditions.

### **V. REASONABLE MODIFICATIONS FOR STUDENTS**

The Title IX Coordinator has the authority to:

1. Determine if a request for Reasonable Modifications is necessary and appropriate; and
2. Inform employees of the need to adjust academic parameters and/or facilities accordingly.

Information about a pregnant student's request for modifications will be shared with employees only to the extent necessary to provide Reasonable Modifications. Employees will regard all information associated with such requests as confidential and will not disclose this information unless necessary.

Chicago School employees will not require a student experiencing pregnancy and related conditions to limit their studies or to be channeled into an alternative program or school against their wishes. The benefits and services provided to a student affected by pregnancy and related conditions will be no less than those provided to students with other temporary medical conditions. Each Reasonable Modification must be based on a student's individualized needs. No artificial deadlines will be imposed on requests for Reasonable Modifications, but The Chicago School may be limited in its ability to implement modifications retroactively.

Reasonable Modifications may include, but are not limited to:

1. Allowing a student to eat and drink during class, to sit or stand during class as needed, and to take breaks from class to use the restroom;
2. Making changes to the physical classroom environment such as providing access to a different chair;
3. Extending time for coursework and rescheduling of tests and examinations;
4. Making changes in a course schedule or sequence;
5. Providing access to virtual learning options when medically necessary;
6. Excusing intermittent absences to attend medical appointments;
7. Changing a course schedule without incurring any academic or financial penalty;
8. Allowing time off from school under The Chicago School's leave policies and providing a means for completion of a course(s) or a portion of a course(s);
9. Allowing a breastfeeding student time and space to express breast milk in a private, clean, and reasonably accessible location. Bathroom stalls do not satisfy this requirement.

A modification that can be shown to fundamentally alter the nature of an academic program or activity is not a Reasonable Modification.

In situations such as training, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave. A student is encouraged to work with their faculty members and The Chicago School's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leave, 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.

Supporting documentation for Reasonable Modifications will only be required when it is necessary and reasonable under the circumstances to determine which Reasonable Modifications to offer or other specific actions to take to ensure equal access.

**a. Lactation Space Access**

The Chicago School provides a student with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others.

Each physical location of The Chicago School offers a lactation space and can be accessed by contacting the front desk staff person or by emailing [facilities@thechicagoschool.edu](mailto:facilities@thechicagoschool.edu).

**b. Support for Temporary Disability**

A student experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX Coordinator will consult with Disability Services to ensure the student receives reasonable accommodation for their disability as required by law.

**VI. TIME OFF FROM SCHOOL**

A student is permitted to voluntarily take time off of school as deemed medically necessary by their health care provider because of pregnancy and related conditions. Time off may be extended in the case of extenuating circumstances or medical necessity. To the extent possible, The Chicago School will take reasonable steps to ensure that a student who takes time off returns to the same position of academic progress they were in when they left, including access to the same or an equivalent Academic Catalog and without financial penalty.

Continuation of a student's scholarship, fellowship, or similar Chicago School-sponsored funding during the time off will depend on the student's registration status and the policies of the funding program regarding registration status. A student will not be negatively impacted by or forfeit their future eligibility for a scholarship, fellowship, or similar school-supported funding by exercising their rights under this Policy.

If needed, the Title IX Coordinator will assist a student in connection with financial aid for financial aid-related questions.

**VII. STUDENT EMPLOYEES**

- a. A student-employee may be entitled to the protections of the Family and Medical Leave Act, if eligible, and/or the Pregnancy Discrimination Act, an amendment to Title VII of the Civil Rights Act of 1964.
- b. Pregnancy and related conditions will be treated as any other temporary disability for employment purposes, including leave, benefits, and reasonable accommodation, if eligible.
- c. Human Resources will assist in determining appropriate support for a student employee as related to their work assignment.

**VIII. RETALIATION AND HARASSMENT**

Harassment of any member of The Chicago School community based on pregnancy and related conditions is prohibited. Chicago School employees are prohibited from interfering with a student's right to take time off, seek and use Reasonable Modifications, or otherwise exercise their rights under this Policy. Chicago School employees are prohibited from retaliating against students for exercising the rights articulated by this Policy, including

imposing or threatening to impose negative educational outcomes because students take time off, request or use Reasonable Modifications, file a complaint, or otherwise exercise their rights under this Policy. A student complaint about harassment or retaliation related to pregnancy and related conditions should refer to the Policy Prohibiting Discrimination Based on Sex Under Title IX (Title IX Policy).

## **IX. DEFINITIONS**

- a. *Familial Status*: The configuration of one's family or one's role in a family.
- b. *Marital Status*: The state of being married or unmarried.
- c. *Parental Status*: The status of a person who, with respect to another person who is under the age of 18, is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- d. *Pregnancy and Related Conditions*: The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.
- e. *Reasonable Modifications*: individualized modifications to The Chicago School's policies, practices, or procedures that do not fundamentally alter The Chicago School's education program or activity.

## **X. POLICY DISSEMINATION AND TRAINING**

A copy of this Policy will be made available to employees in annually required training and posted on The Chicago School website. The Chicago School will educate new students about this Policy and the location of this Policy as part of orientation. The Title IX office will make educational materials available to all members of The Chicago School community to promote compliance with this Policy and familiarity with its procedures.

<sup>1</sup> Based on the ATIXA Pregnancy and Related Conditions model policy.