

## Frequently Asked Questions: Student Policy on Pregnancy and Related Conditions

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.

### **Where can a student seek assistance for pregnancy-related modifications?**

A student experiencing pregnancy or related conditions can visit the [Student Policy on Pregnancy and Related Conditions website](#) and contact the Title IX team at [titleix@thechicagoschool.edu](mailto:titleix@thechicagoschool.edu) to request assistance.

### **What types of modifications are available to a student under this policy?**

A qualified student may be provided with appropriate modifications including but not limited to: 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; making changes to the physical classroom environment such as providing access to a different chair; extending time for coursework and rescheduling of tests and examinations; making changes in a course schedule or sequence; providing access to virtual learning options when medically necessary; excusing intermittent absences to attend medical appointments; changing a course schedule without incurring any academic or financial penalty; 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); or allowing a breastfeeding student time and space to express breast milk in a private, clean, and reasonably accessible location.

### **How does the process work?**

1. A student experiencing pregnancy or related conditions should complete **the [Student Pregnancy and Related Conditions Modifications Request Form](#)**.
2. Once that is received, a member of the Title IX team will contact the student to discuss their needs.
3. If appropriate, the Title IX team will provide the student with a modifications notice.
4. The student provides the notice to their instructor(s) for the courses in which they wish to receive modifications.

### **How long are modifications granted?**

Modifications are granted through the end of the student's pregnancy. Modifications may be available past the student's due date or birth of a child, whichever comes first, for a student facing extenuating circumstances related to their pregnancy or related condition. Such modifications may require additional documentation. A member of the Title IX team can provide more information.

**Does The Chicago School provide maternity leave for students?**

No. Should a student experiencing pregnancy or related conditions wish to take time off from school, the student may work with the Title IX team to explore a temporary withdrawal, leave of absence, or official withdrawal.

**Can modifications be applied retroactively?**

Yes. A student may request modifications to coursework during the current term/semester or in prior terms/semesters when experiencing pregnancy or related conditions. Contact the Title IX team to explore options.

**Can a student be penalized for using their modifications? What should they do if they are?**

A student receiving modifications through Title IX cannot be penalized for using modifications. If a student has been penalized or is not receiving approved modifications in a course, they should contact the Title IX team immediately.

**Is a student required to disclose their pregnancy or related condition to their instructors?**

While the Title IX team encourages open communication between students and faculty, a student is not required to disclose pregnancy to their academic department, with the exception of students in nursing programs. A student who receives modifications under Title IX will share a notice with their instructor(s) stating that they are receiving modifications under the policy.

**Can a student experiencing pregnancy or related conditions participate in practicum, internship, and other programs outside of coursework?**

Yes. Under this policy, a student cannot be excluded from university-related off-campus programs such as internships, off-campus activities, or extracurricular activities due to their pregnancy or related condition. Note that Title IX modifications do not extend to non-Chicago School-managed locations (i.e., practicum, internship, or community partner sites).

**Is a student required to tell their training site that they are pregnant?**

No. While a student is not required to disclose their status to training sites, The Chicago School encourages open communication with the site and the Office of Placement and Training/Director of Clinical Training for the student's program. Note that Title IX modifications do not extend to non-Chicago School-managed locations (i.e., practicum, internship, or community partner sites).

**Does this policy cover parenting students?**

No. The Student Policy on Pregnancy and Related Conditions covers only the student experiencing pregnancy or related conditions and does not cover non-birth-parent(s), the resulting child(ren), or childcare needs. Parenting students are invited to explore resources on The Chicago School [Community Site](#).

**Does The Chicago School have designated areas for breastfeeding, pumping, or to address other needs related to breastfeeding?**

Yes, 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).