

I. Summary

Xavier University of Louisiana is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination or harassment, 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

pregnancy-related conditions, including the need to express breast milk for a child.

For the purposes of this policy, the legal definitions of reasonable adjustments and other definitions and legal standards pertinent to the provision of reasonable accommodations for an individual's pregnancy or a condition related to pregnancy apply.

II. Scope and Definitions

This policy applies to all aspects of the University's education program and any student is pursuing as part of their matriculation and educational experience. The following relevant concepts are defined below:

- a. "Medical necessity" is a determination made by a health care provider or employee's choosing.
- b. "Parent" includes biological, adoptive and legal guardians.
- c. "Pregnancy and related conditions" include (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditionally pregnancy, connection with pregnancy, and recovery from any of these conditions in accordance with federal law.
- d. "Pregnancy discrimination" includes treating a student or employee with a pregnancy or a pregnancy-related condition less favorably than a non-pregnant individual unaffected and failing to provide legally mandated leave or adjustments.
- e. "Pregnant person/Birth-parent" refers to the individual who is pregnant and its pregnancy-related protections apply to all pregnant persons regardless of gender identity or expression.
- f. "Reasonable Adjustments" for students are changes in the academic or administrative operations that enable pregnant students with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of Xavier University of Louisiana. Such adjustments may include extended deadlines for assignments (e.g., papers, quizzes, tests, and presentations), tutoring, alternative study, online course completion options, and incomplete grades. All adjustments completed at a later date, should all be employed, in addition to

- ergonomic and assistive supports typically provided by Disability Services such as a larger desk or closer parking spot. To the extent possible, Xavier University of Louisiana will take reasonable steps to ensure that pregnant students who take a leave of absence or medical leave return to the same position of academic progress that they were in when they took leave, including access to the same course catalog that was in place when the leave began.
- g. "Reasonable Adjustments" for employees are changes to the work environment or the way things are usually done at work. Such adjustments for pregnancy employees might include the ability to sit or drink water; receive closer parking; have flexible hours; receive appropriately sized uniforms and safety apparel; receive additional break time to use the bathroom, eat, and rest; take leave or time off to recover from childbirth; and be excused from strenuous activities and/or activities that involve exposure to compounds not safe for pregnancy. Employers are required to provide reasonable adjustments unless they would cause an "undue hardship" on the employer's operations. An "undue hardship" is significant difficulty or expense for the employer.
 - h. "Temporary Disability" generally means that pregnant students should be treated the same way as someone who has a temporary disability.
 - i. "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.

III. 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. Information about pregnant employees' requests for adjustments will be shared with supervisors only to the extent necessary to provide reasonable adjustments. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary.

IV. Employee Expectations

Any employee who learns that a student might be experiencing a pregnancy and/or related condition is required to notify the Title IX Coordinator so the coordinator can provide information that applies to this Policy. Employees can notify the Coordinator by emailing titleix@xula.edu to request the Title IX Coordinator contact the student to review their rights.

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

1. Office of Disability Services
2. Title IX Office
3. Human Resources

V. Parenting Status

The University prohibits treating individuals differently based on their sex, including parental status. A parenting student who is not recovering from childbirth, not nursing, or not navigating an adoption, however, does not receive formal adjustments or adjustments.

VI. Reasonable Adjustment Requests For Students

The University will make reasonable and responsive adjustments for pregnant students. Pregnant students will be given an opportunity to make up missed work wherever possible. Extended deadlines, make-up assignments (e.g., papers, quizzes, tests, and presentations), tutoring, independent study, online course completion options, and incomplete grades that can be completed at a later date, should all be employed, in addition to any other ergonomic and assistive supports typically provided by Disability Services (See below for examples). The University will provide pregnant students with access to the same services that it provides to students with temporary medical conditions.

To the extent possible, the University will take reasonable steps to ensure that pregnant students who take a leave of absence or medical leave return to the (Un)-2 (i)-3 (ve)-4r)- (nts)1 (wi)-1 2())TJ0.0

An applicant for employment may request a reasonable adjustment orally or in writing from the university employee with whom the applicant has been in contact with regarding the application process or through the University Human Resources at [t](#) .

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.

IX. Prohibition of Retaliation and Harassment

Harassment 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 adjustment, 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 student requests leave or adjustment, files a complaint, or otherwise exercises their rights under the Policy.

X. Dissemination of the Policy

A copy of this Policy shall be made available to faculty, staff, and employees in their required training and posted on the XULA website. XULA shall alert all new students to this Policy and the location of this Policy as part of orientation. The Office of Title IX shall make preventive educational materials available to all members of the XULA community to promote compliance with this Policy and familiarity with its procedures.

END OF POLICY.