

**ROSEMAN TITLE IX AND STUDENT PREGNANCY AND
PREGNANCY-RELATED CONDITIONS POLICY**

Approved by Administrative Council 13/2023

Effective date 3/3/2023

Roseman University complies with Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 et seq., Title IX is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and pregnancy related conditions—in educational programs and activities.

condition. A college will not require a clinician's note from a student after the student has been hospitalized for childbirth unless it requires a clinician's note from all students who have been hospitalized for other conditions.

- Students have the right to receive reasonable adjustments/accommodations, like an adjustable chair or chair not fixed to a table/desk, elevator access, or allowing frequent trips to the restroom, when necessary, because of their pregnancy or related condition.

Excused Absences and Medical Leave

- Students have the right to an excused absence due to pregnancy or childbirth for as long as their clinician concludes is necessary.
- Students are allowed to return to the same academic and extracurricular status as before their medical leave began, which includes the opportunity to make up any work missed while not in class.
- University and College administration are committed to assuring that faculty members understand the Title IX requirements related to an excused absence/medical leave. If a grade is based in part on class participation or attendance and a student missed class because of pregnancy or childbirth, the student will be allowed to make up the participation or attendance credits that the student did not have the chance to earn.
- Roseman's Title IX Coordinator is responsible for assuring that students who are pregnant or who have related conditions are provided with temporary or permanent medical conditions a college provides to students with temporary or permanent medical conditions.

Harassment

- The University, including harassment, because of pregnancy or pregnancy related conditions. Comments that could constitute prohibited harassment include making sexual comments or jokes about pregnancy, stating sexually charged names, spreading rumors about sexual activity, and making sexual propositions or gestures, if the comments are sufficiently serious that it interferes with a student's ability to benefit from or participate in the student's University/College's program.

Policies and Procedures

- Students with questions about requesting adjustment(s)/accommodation(s) for pregnancy or related conditions must contact Roseman's Title IX Coordinator, Dr. Michael DeYoung at mdeyoung@roseman.edu (702) 9682006. The Title IX Coordinator's responsibilities include overseeing complaints of discrimination against students who are pregnant and working with the student and the student's college to arrange for the student who is pregnant to receive reasonable adjustments/accommodations.

Examples of Adjustments/Accommodations for Students who are Pregnant or who have Related Conditions include but are not limited to:

- Reserved seating at a chair and/or desk that is comfortable for a student who is pregnant to sit in
- Breaks during class
- Closer/easier parking access
- Rescheduling tests and exams according to the same policies applied to students with medical conditions
- Receiving excused absences according to the same policies applied to students with medical conditions
- Submitting work after a missed deadline according to the same policies applied to students with medical conditions
- Consideration of reasonable alternatives to make up missed work
- Receiving reasonable time for nursing and access to lactation spaces
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- If a student feels that Roseman University is discriminating against them because of race, sex, or disability, they should file a complaint:
 - Following Roseman's Title IX grievance procedures.
 - Prior to filing a complaint with OCR against an institution, a potential complainant may want to find out about the institution's grievance process and use that process to have the complaint resolved. However, a complainant is not required by law to use the institutional grievance process before filing a complaint with OCR. If a complainant uses an institutional grievance process and also chooses to file the complaint with OCR, the complaint must be filed with OCR within 60 days after completion of the institutional grievance process. (<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>)
 - With the US Department of Education, Office for Civil Rights (OCR), even if a student has not filed a complaint with the University. If a student files a complaint with OCR, the student must do so within 180 days (6 months) of when the discrimination took place. If a student wishes to fill out a complaint form online, they may do so at: <http://www.ed.gov/ocr/complaintintro.html>
 - ✕ In court, even if a student has not filed a complaint with Roseman or OCR.
- To learn more about a student's rights, or if a student believes the University is violating Federal law, the student may contact the

Pregnancy/PregnancyRelated Condition Adjustment/Accommodation Request and
Grievance Process

I. Adjustment/Accommodation Request

Title IX Decision

