

**UNIVERSITY OF SCRANTON**  
**PREGNANT AND PARENTING STUDENTS POLICY**

Office of Equity and Diversity  
Responsible Office: Office of Equity and Diversity  
Effective Date: January 26, 2022; Updated August 1, 2024  
Approved by the President: December 1, 2022;  
August 16, 2024  
This Policy will be reviewed every three (3) years

**POLICY STATEMENT**

The University of Scranton does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). The University prohibits members of the University community from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current, potential, or past parental, family, or marital status. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

**REPORTING:**

If a student discloses they are pregnant or have a pregnancy related condition, University employees are required to provide the student with the Title IX Coordinator’s contact information, and inform the student that the Title IX Coordinator can help take specific actions including modifications to prevent discrimination and ensure equal access to the University’s education program and activity.

The Title IX Coordinator for the University is:

Elizabeth M. Garcia  
Office of Equity and Diversity  
IMBM Suite 315  
[elizabeth.garcia2@scranton.edu](mailto:elizabeth.garcia2@scranton.edu)  
570-941-6645  
<https://www.scranton.edu/equity-diversity/>

**DEFINITIONS**

- a. Caretaking: caring for and providing for the needs of a child, including adoptive or foster.
- b. Family Status: the configuration of one’s family or one’s role in a family.
- c. Marital Status: The state of being married or unmarried.
- d. Medical Necessity: a determination made by a health care provider



Excusing medically-necessary absences, irrespective of classroom attendance requirements set by a faculty member, department, or division  
Granting leave per the University's medical leave policy or implementing incomplete grades for classes that will be resumed at a future date  
Allowing a student to sit or stand, or carry or keep water nearby  
Counseling  
Changes in physical space or supplies (for example, access to a larger desk or a footrest)  
Elevator access  
A larger uniform or other required clothing or equipment  
Protect the health and safety of the student and/or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances in labs)  
Other changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as clinical rotations, performances, labs, and group work, the University will work with the student to devise an alternative path to completion, if available. 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. While Students are encouraged to work with their faculty members to devise a plan, the Title IX Coordinator or Deputy Title IX Coordinator will assist with plan development and implementation as needed.

Reasonable accommodations may not be appropriate if they fundamentally alter the programs of instruction. Students will need to meet the academic and or technical standards of the programs. Pregnant students cannot be channeled into an alternative program or school against their wishes.

### **MEDICAL DOCUMENTATION**

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 to determine other specific actions to take to ensure equal access.

Health Care Provider documentation may be required only in instances where the program or activity has a certified level of physical or health that is necessary for participation and/or the University requires certification for all students participating.

### **NOTIFICATION OF PLAN:**



