

Applies to: Faculty, staff, and students

POLICY DATES

Issued: July 3, 2024

Revised:

Edited:

This policy governs the rights and responsibilities of students, employees, and the University as they pertain to pregnancy and related conditions and establishes guidelines and associated procedures for the protection and equal treatment of pregnant individuals with pregnancy-related conditions at the University of Mount Union. Also, included in the policy are reference links to external guidelines related to pregnancy and related conditions as well as a list of impartial, on and off-campus resources students and employees can reference for assistance.

This policy also informs students on how to request modifications and provides examples of reasonable modifications for pregnancy and related conditions.

For the purposes of this policy, employees include faculty, administrative staff, and hourly staff as defined by the:

- [Employment Policies for Faculty](#) (definition of faculty)
- [Employment Policies for Staff](#) (definition of administrative staff and hourly staff)

For the purposes of this policy, students are defined in accordance with the [Student Handbook](#).

Definitions

Term	Definition
Pregnancy-Related Condition	Pregnancy-related conditions include, but are not limited to, pregnancy, morning sickness, childbirth, false pregnancy, miscarriage, termination of pregnancy, postpartum, depression, lactation, or recovery from any of these conditions.
Parental Status	Parental status is defined as a biological parent, an adoptive parent, a foster parent, a stepparent, a legal guardian, or an individual who is actively seeking legal custody, guardianship, visitation, or adoption of such a person who is under the age of 18.
Sex-Based Harassment	Sex-Based Harassment is defined as a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence and stalking. This is applicable under Title IX, Title VII, and the Fair Housing Act.

Policy Details

The University of Mount Union is committed to providing an educational and employment environment that is free from discrimination based on protected characteristics, harassment, and retaliation for engaging in protected activity.

The University of Mount Union seeks to comply with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination in private post-secondary education institutions.

The University of Mount Union values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the resolution process during what is often a difficult time for all involved.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs or activities, including academic, educational, extracurricular, athletic, and other programs or activities of schools. This prohibition includes discrimination against students or employees who are pregnant or experiencing pregnancy-related conditions. Students may request reasonable modifications related to pregnancy, childbirth, or related conditions.

This policy applies to all faculty, employees, students, and other individuals participating in or attempting to participate in the University of Mount Union's program or activities, including education and employment.

This policy prohibits all forms of discrimination on the basis of the protected characteristic(s) listed in our Notice of Nondiscrimination. The Equal Opportunity, Harassment, and Nondiscrimination Procedures may be applied to incidents, to patterns, and/or to the institutional culture/climate, all of which may be addressed in accordance with this policy.

PROCEDURE

Students are encouraged to self-disclose pregnancy or related conditions. Reasonable modification requests for a student who is pregnant or has related medical conditions because of a pregnancy should be directed to the [Office of Diversity, Equity, Inclusion, Belonging \(DEIB\), and Title IX](#). The staff of the office will discuss the pregnant or parenting individual's needs and may ask for documentation that supports the requested modifications. The Office of DEIB and Title IX can also assist in connecting the student to other individuals on campus who can facilitate reasonable modifications.

Faculty and staff are also encouraged to self-disclose pregnancy or related conditions. Modification requests for pregnant employees should be directed to the [Office of Human Resources](#). Human resources staff will discuss the individual's needs pertaining to pregnancy and related conditions and may ask for documentation that supports the requested modifications.

Student Voluntary Disclosure and Options

If a student voluntarily decides to disclose a pregnancy to the University, the student should contact the [Office of Diversity, Equity, Inclusion, Belonging \(DEIB\), and Title IX](#). Once this disclosure occurs, the student will have several options, as described below.

1. Continue at the University

If a student decides to continue in their program and desires to have any reasonable modifications to their academic program due to the pregnancy, the student and the [Office of Diversity, Equity, Inclusion, Belonging \(DEIB\), and Title IX](#), along with the [Office of Student Accessibility Services](#) as needed, will discuss any reasonable modifications that may be necessary to continue in the program. While reasonable modifications will be made in appropriate circumstances, nothing in this policy requires modification of the essential elements of any academic program. Modifications that have been agreed upon, if any, will be documented and signed by both the student and the Title IX Coordinator/Deputy Title IX Coordinator.

2. Request a leave of absence

A student may desire to take a leave of absence due to pregnancy. An undergraduate student deciding to request a leave of absence may do so in accordance with the processes set forth in the [Undergraduate Catalogue](#). A graduate student deciding to request a leave of absence may do so in accordance with the processes set forth in the [Graduate Catalogue](#).

3. Withdraw from the University

The student may, in their sole discretion, determine that they must withdraw from the University for an indefinite period of time or permanently due to pregnancy. An undergraduate student deciding to withdraw from the University may do so in accordance with the processes set forth in the [Undergraduate Catalogue](#). A graduate student deciding to withdraw from the University may do so in accordance with the processes set forth in the [Graduate Catalogue](#).

Faculty and Staff Voluntary Disclosure and Options

If a faculty or staff member voluntarily decides to disclose a pregnancy to the University, the individual should contact the [Office of Human Resources](#). Faculty and staff members may be eligible for maternity leave under short-term disability and/or the Family Medical Leave Act (FMLA). Faculty may take leave in accordance with the processes set forth in the [Employment Policies for Faculty](#). Staff may take leave in accordance with the processes set forth in the [Employment Policies for Staff](#).

Designated Lactation Spaces on Campus

University of Mount Union faculty, staff, and students who are nursing mothers have the option of using designated lactation spaces on campus. Use of a lactation room is optional for a nursing mother. These rooms provide a secure space for nursing mothers, they are shielded from view, free from intrusion by co-workers and the public, and are not restrooms.

There are two designated lactation spaces on Mount Union’s campus – in Room 017of Beeghly Hall (lower level) and in Room 047C of the Kolenbrander-Harter Information Center. Both are ADA-accessible.

Students desiring to make use of these designated lactation spaces should contact the [Office of Diversity, Equity, Inclusion, Belonging \(DEIB\), and Title IX](#) to make the necessary arrangements. Faculty and staff members desiring to make use of these designated lactation spaces should contact the [Office of Human Resources](#) to make the necessary arrangements.

Responsibilities

Position or Office	Responsibilities
Diversity Officer, Title IX Coordinator, or Designee	<ul style="list-style-type: none">• Listen to and provide information and resources to the student• Discuss requests of the student to ensure clear and thorough understanding of reasonable modifications• If requested, arrange a meeting between the student and other campus resources/individuals who may play a role in the decision to provide reasonable modifications• If requested, work with the student to adjust reasonable modifications as needs change• Review and manage student appeals for modifications
Director of Human Resources or Designee	<ul style="list-style-type: none">• Listen to and provide information and resources to the employee• Discuss requests of the employee to ensure clear and thorough understanding of accommodations• If requested, arrange a meeting between the employee and other campus resources/individuals who may play a role in the decision to provide accommodations• If requested, work with the employee to adjust reasonable modifications as needs change

Contacts

Position	Office	Telephone	E-mail/URL
Diversity Officer, Title IX Coordinator, or Designee	DEIB and Title IX	TBD	titleix@mountunion.edu
Director of Human Resources	Human Resources	(330) 829-6560	humanresources@mountunion.edu

History

All changes must be listed sequentially, including edits and reviews. Note when the policy name or number changes.

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