

Randolph College

Pregnancy & Related Conditions and Parenting Student Policy

Office for Civil Rights

BASED ON THE ATIXA PREGNANCY AND RELATED CONDITIONS MODEL POLICY.

As of 1/13/25

PREGNANCY AND RELATED CONDITIONS AND PARENTING STUDENT POLICY

1. Non-Discrimination Statement

Randolph College does not discriminate in its education program or activity against any applicant for admission, student, an 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). Randolph College prohibits members of the Randolph College community from adopting or implementing any policy, practice, or procedure that 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.

2. Definitions

- ***Familial Status.*** The configuration of one's family or one's role in a family.
- ***Marital Status.*** The state of being married or unmarried.
- ***Parental Status.*** The status of a person who, with respect to another person who is under the age of 18,¹ is a biological, adoptive, foster, or step-parent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- ***Pregnancy and Related Conditions.*** The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.²
- ***Reasonable Modifications.*** Individualized modifications to Randolph College's policies, practices, or procedures that do not fundamentally alter Randolph College's education program or activity.

3. Information Sharing Requirements

If a student discloses their pregnancy or a related condition to a Randolph employee, the employee is required to provide the student with the Title IX Coordinator's contact

¹ Or a person who is 18 or older but who is incapable of self-care because of a mental or physical disability.

² "[T]he Department interprets 'termination of pregnancy' to mean the end of pregnancy in any manner, including, miscarriage, stillbirth, or abortion." Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 89 F.R. 33474, April 29, 2024, codified at 34 C.F.R. 106.

information and explain that the Coordinator can provide support and explore possible steps to address concerns and promote access to the education program and activities.

Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will inform the student of Randolph College's obligations to:

- Prohibit sex discrimination.
- Provide reasonable modifications.
- Allow access, on a voluntary basis and as appropriate, to any separate and comparable portion of the institution's education program or activity.
- Allow a voluntary medical withdrawal or leave of absence.
- Ensure lactation space availability.
- Maintain a Resolution Process for alleged discrimination.
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.

The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

4. Reasonable Modifications for Students

Students who are pregnant or are experiencing pregnancy-related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to Randolph College's education program and activity. Any student seeking modifications must contact the Title IX Coordinator to discuss appropriate and available changes based on their needs. Students are encouraged to request modifications promptly, although retroactive modifications may be available in some circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the offered Reasonable Modifications. Not all Reasonable Modifications are appropriate for all contexts.

Requests for specific adjustments and/or modifications will be evaluated on a case-by-case basis, depending on the unique student needs and academic program requirements. Randolph College will work with each student to develop an individualized plan to assist with the student's continuing educational success. Information regarding academic adjustments, modifications, and reasonable accommodations will only be shared with College faculty and staff to the extent necessary to implement approved adjustments and modifications.

Reasonable Modifications may include:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Access to online or homebound education

- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- 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
- An oversized uniform or other required clothing or equipment
- Other changes to policies, practices, or procedures determined by the Title IX Coordinator

If possible, the institution will work with the student to devise an alternative path to completion for professional rotations, performances, labs, and group work.³ Students are encouraged to work with their faculty members and Randolph College's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently as possible. The Title IX Coordinator will assist with plan development and implementation as needed.

Supporting documentation for reasonable modifications will only be required when necessary and reasonable under the circumstances to determine which reasonable modifications to offer and other specific actions to take to ensure equal access.

In certain circumstances, a pregnancy or pregnancy-related complication may be protected as a qualifying disability pursuant to the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act, entitling a student to reasonable accommodations. The Title IX Coordinator will work with Access Services/ADA in those circumstances. For more information about Access Services, please visit <https://www.randolphcollege.edu/access/>.

5. Certification to Participate

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student may be required to provide health care provider or other certification that the student is physically able to participate in the program or activity if:

- 1) The certified physical ability or health level is necessary for participation.
- 2) The institution requires such certification of all students participating; and

³ Pregnant students are advised that if they enroll in a laboratory class while pregnant or become pregnant during enrollment in a laboratory class, they will be required to participate in any such course as fully as possible. Students enrolling in laboratory classes are required to complete a Laboratory Safety Acknowledgment Form and will have access to Material Safety Data Sheets, if applicable.

- 3) The information obtained is not used as a basis for pregnancy-related discrimination but to determine physical abilities during pregnancy.

6. Lactation Space Access

Pregnant people, including lactating individuals, will be granted reasonable time and space for lactation in a private, clean, and reasonably accessible location. Bathrooms do not satisfy this requirement. Individuals will have reasonable access to these protections as needed.

Randolph College lactation spaces can be found at the following locations:

- **Heath Student Government Suite**
Main Hall, Student Center
2nd Floor, Room 205
Keys for this room can be signed out at the Reception and Information Desk in Main Hall lobby.
- **Smith Hall**
3rd Floor, Room 305
The room is kept unlocked except when in use.

7. Leaves of Absence

A. Students

Randolph College will not require a student to take a leave of absence or withdraw from or limit their studies due to pregnancy, childbirth, or related conditions.

Under applicable College policies, students may elect to take a voluntary leave of absence for a reasonable time as deemed medically necessary by their healthcare provider because of pregnancy and/or the birth, adoption, or placement of a child. The leave term may be extended in the case of extenuating circumstances or medical necessity.

To the extent possible, Randolph College will take reasonable steps to ensure that students who take a leave of absence or medical leave return to the same position of academic progress they held immediately prior to any such leave.

The Associate Provost, Director of Student Success, or Title IX Coordinator can provide additional information regarding a voluntary medical or personal leave of absence and the required documentation for such leaves.

Because taking a leave of absence may significantly impact a student's financial obligations to the College, students are strongly encouraged to contact the Office of Financial Aid and, if applicable, Residence Life as soon as possible in their

decision-making process. Students should review the Withdrawals and Financial Aid adjustment section of the Academic Catalog, information about which can be obtained online⁴ or in-person at the Registrar's Office. In addition, acceptance for return to on-campus housing from a leave of absence is always contingent upon available space in the residence halls.

Any student residing in an on-campus residence hall who is or becomes pregnant may continue to reside in on-campus housing for the duration of their pregnancy. If a student wishes to change their on-campus housing status due to pregnancy, they should contact Residence Life for applicable requirements. Students will not be able to reside in on-campus residence halls with their child after childbirth.

Continuation of students' College-supported scholarship, fellowship, or similar Randolph College-sponsored funding during the leave term will depend on the students' registration status and the policies of the funding program regarding registration status. Students will not be negatively impacted or forfeit their future eligibility for College-supported scholarship, fellowship, or similar Randolph College-sponsored funding by taking leave under this policy.

To initiate a leave of absence, the student must contact the Title IX Coordinator and Director of Student Success before the initiation of leave or as soon as practicable. The Coordinator will assist the student in completing any necessary paperwork.

B. Employees

Information on employment leave can be found in the Randolph College Policy Library.⁵ If an employee, including a student-employee, is not eligible for leave under the aforementioned leave policy because they either (1) do not have enough leave time available under that policy or (2) have not been employed long enough to qualify for leave under that policy, they may be eligible to qualify for pregnancy or related condition leave under Title IX. Pregnancy and related conditions will be regarded as a justification for a leave of absence without pay for a reasonable period of time.

Employees who take leave under Title IX must be reinstated to the status held when leave began or a comparable position without negatively affecting any employment privilege or right.

⁴ Academic Catalog- https://www.randolphcollege.edu/registrar/wp-content/uploads/sites/68/2024/09/academic_catalog.pdf#page=23

⁵ Parental Leave Policy- <https://www.randolphcollege.edu/policies/wp-content/uploads/sites/117/2024-04-24-ParentalLeave.pdf>

8. Student Parents

Students with child caretaking/parenting responsibilities who wish to remain engaged in their coursework while adjusting their academic responsibilities because of the birth or adoption of a child or placement of a foster child may request an academic modification period when the child first enters the home. Extensions may be granted when additional time is required by medical necessity or extraordinary caretaking/parenting responsibilities.

During the modification period, the student's academic requirements may be adjusted, and deadlines postponed, as deemed appropriate, in collaboration among the Associate Provost's Office, the Director of Student Success, the student's academic advisor, and the appropriate academic department(s).

Students seeking modified academic responsibilities may consult with the Director of Student Success or the Associate Provost to determine appropriate academic adjustment requests. The Associate Provost will communicate all requests under this policy to and coordinate adjustment-related efforts with faculty and students' advisors unless the student specifically requests that their advisors be excluded.

Once authorization is received from the Associate Provost's Office, students are encouraged to work with their advisors and faculty members to reschedule course assignments, lab hours, examinations, or other requirements and/or to reduce their overall course load, as appropriate.

If caretaking/parenting students cannot work with their advisors/faculty members to obtain appropriate modifications, they should alert the Office for Civil Rights and Title IX as soon as possible. The office will help facilitate appropriate accommodations and/or modifications.

Under this policy, students may request modified academic responsibilities regardless of whether they elect to take a leave of absence. While receiving academic modifications, students will remain registered and retain applicable benefits accordingly.

9. Retaliation

The College prohibits retaliation and will not allow any retaliation against any student, employee, or applicant who:

1. Requests, receives or uses a reasonable modification or accommodation related to pregnancy or related conditions.
2. Reports or opposes discrimination or harassment connected to pregnancy, related conditions, or other behavior that violates this policy, whether the report is made internally or externally (such as through a complaint or charge).
3. Participates in any investigation, proceeding, or hearing related to these matters.

The College strongly encourages individuals who have experienced discrimination, harassment, and/or retaliation to report such incidents promptly using the reporting options outlined in this policy. The College will address all reports of discrimination, harassment, and/or retaliation, taking appropriate measures to stop the behavior, prevent its recurrence, and address its impact.

10. Reporting

Any concerns about delays or issues in providing reasonable modifications or accommodations related to pregnancy or related conditions, as well as incidents of discrimination, harassment, or retaliation, should be reported to the Title IX Coordinator.

Individuals can report incidents directly through the Confidential Online Reporting Form or orally in person, by mail, electronic mail, or telephone using the contact information listed below.

Randolph College Office for Civil Rights and Title IX

2500 Rivermont Ave

Main 135

Lynchburg, VA 24503

Telephone: (434) 485-8031

Email: titleix@randolphcollege.edu

Web: <https://www.randolphcollege.edu/titleix/>

Inquiries may also be directed externally to the United States Department of Education's Office for Civil Rights (OCR), or to the Equal Employment Opportunity Commission (EEOC), as applicable, contact for each of which follows.

Office for Civil Rights

U.S. Department of Education

400 Maryland Avenue, SW

Washington, DC 20202-1100

Telephone: (800) 421-3481

Fax: (202) 453-6012

TDD#: (877) 521-2172

Email: OCR@ed.gov

Web: <http://www.ed.gov/ocr>

Complaint Forms: <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

Equal Employment Opportunity Commission

400 N. Eight Street

Richmond, VA 23219

Telephone: (800) 669-4000

Fax: 804-592-3799

TTY: (800) 669-6820

ASL Video Phone: (844) 234-5122

Web: <https://publicportal.eeoc.gov/>

11. Policy Dissemination and Training

A copy of this policy will be available to students and employees in the Office for Civil Rights and Title IX and posted on the Randolph College Title IX and Policy Library websites. Randolph College will educate all new students about this policy and its location as part of orientation. The Office for Civil Rights and Title IX will make educational materials available to all members of the Randolph College community to promote compliance with this policy and familiarity with its procedures.