

## **Reinhardt University**

### **Pregnancy, Childbirth & Related Disabilities Policy**

**Approved by Cabinet 11/15/2018**

Reinhardt University is committed to creating an accessible and inclusive environment for pregnant and parenting students and to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 and Title VII of the 1964 Civil Rights Act as amended by the Pregnancy Discrimination Act of 1978. Further, Reinhardt University fully recognizes the rights and responsibilities afforded under the Family and Medical Leave Act, applicable state and local family leave laws, and the Americans with Disabilities Act.

Sex discrimination, which can include discrimination based on pregnancy, marital status, or parental status, is prohibited and illegal in admissions, educational programs and activities, hiring, leave policies, employment policies, and health insurance coverage. Reinhardt University hereby establishes a policy and procedures for ensuring the protection and equal treatment of pregnant students and/or employees and students and/or employees with pregnancy-related conditions.

Reinhardt University prohibits sex discrimination and harassment in both the employment and educational contexts which includes pregnancy or child birth-related discriminatory decision-making; disparate treatment compared to other similarly situated persons; or unwelcome verbal or physical conduct based on pregnancy or childbirth when the conduct is sufficiently severe, persistent or pervasive to:

1. Unreasonably interfere with the individual's work or educational performance; or
2. Create an intimidating, hostile, or offensive working and/or learning environment; or
3. Unreasonably interfere with or limits one's ability to participate in or benefit from an educational program or activity.

#### ***Pregnant Employees***

Note that pregnancy is not a disability. A pregnant woman is entitled to work or participate in any University program/activity as long as she is able to perform the essential functions of the job or the program/activity. Where pregnancy or related condition(s) substantially limits one or more of a woman's major life activities, the woman will be treated in the same manner as other applicants, employees, or participants with a qualifying disability which is protected under ADA. For information concerning parental leave for both women and men at Reinhardt University, consult with Human Resources.

#### ***Pregnant Students***

Under Title IX of the 1972 federal Education Amendments, pregnant students cannot be excluded from participating in any part of an educational program, including classes, extracurricular activities, athletics and student organizations. Reasonable accommodations must be provided if necessary, to allow a pregnant student to continue to participate in the educational program (e.g., different seating arrangements, more frequent restroom breaks, temporary access

to elevators, etc.). Participation in any program or class specifically designed for pregnant students must be voluntary on the part of the student and the program or class must be comparable to those offered to other students. A student's absences because of pregnancy or childbirth must be excused so long as the student's doctor deems in writing the absences to be medically necessary. Any special services or accommodations provided to students who have temporary medical conditions must also be provided to a pregnant student. The student may then be allowed to return to the same academic and extracurricular status as before her pregnancy-related medical leave began, including being given the opportunity to make up any work missed. Medical certification allowing school participation may only be required of a pregnant student or student who has given birth if such certification is required for all students with physical or psychological conditions requiring the attention of a physician.

### ***Housing***

It is important that any Reinhardt University student feels fully welcome and part of this community. Pregnant students who live in the residence halls or apartments are able to remain in their academic year room assignment during their pregnancy provided they are physically able. For those students who become pregnant and live in the residence halls, it is important that the student make necessary arrangements for housing for the infant prior to delivery. Reinhardt University's facilities are limited to single-student housing and are unable to accommodate infants or children in residence. Though University residential facilities are not equipped to provide on-campus housing for families – parent or parents and a child – Student Affairs is committed to working with students to explore suitable housing options off-campus.

### ***Accommodations***

It is the policy of Reinhardt University to provide reasonable accommodations to students who are affected by pregnancy, childbirth or pregnancy-related medical conditions in the same manner as other individuals unable to work or participate in their education because of their physical condition due to a temporary disability. Accommodations for a temporary disability are made on a case-by-case basis and are based upon professional medical documentation provided by the student.

Students may request reasonable accommodations as a result of pregnancy, childbirth, or pregnancy-related conditions. Reasonable accommodations vary based on the student's circumstances but may include the following: academic accommodations and flexibility (such as breaks during class, excused absences, rescheduling of tests, extensions of deadlines, and alternatives to make up missed work); leaves of absences or changes in work schedules; changes to housing; or other types of accommodations.

Students who wish to discuss or request accommodations based on pregnancy, childbirth, pregnancy-related conditions or post-pregnancy related conditions should contact the Office of Academic Support.

Academic Support Office  
770-720-5567  
[AcademicSupport@Reinhardt.edu](mailto:AcademicSupport@Reinhardt.edu)

Students must self-identify and provide current documentation by a licensed or certified physician and/or specialist who is skilled in the diagnosis that states the temporary medical condition. Documentation should be type written and provided on the medical provider's letterhead with the following information:

- The most current evaluation/assessment of the temporary medical condition,
- A description of the current impact of the condition that interferes with the student's functioning in an academic setting, including any physical limitations,
- Impact of any medications prescribed that interfere with the student's ability to meet the demands of an academic setting, and
- Expected duration of the condition.

In terms of accommodations, generally speaking, no doctor's note should be required for certain accommodations, including the following:

- More frequent restroom, food or water breaks
- Seating (if the person's work requires standing)
- Limits on lifting more than 20 lbs.
- Private, non-bathroom space for expressing milk

Other common accommodations that can require a doctor's note include the following:

- Temporarily transferring to a less strenuous position
- Temporarily modifying a work schedule
- Temporarily relocating to a different work area
- Assistance with manual labor