

## Title IX Policy on Accommodations for Pregnancy and Pregnancy-Related Conditions

### I. POLICY STATEMENT.

In accordance with Title IX of the Education Amendments of 1972, Rochester Institute of Technology is committed to protecting an individual's rights to an educational and work environment free from discrimination and harassment based on sex, including discrimination on the basis of current, potential, or past parental, family, or marital status and pregnancy or pregnancy-related conditions.

The Title IX Coordinator has overall responsibility to oversee the university's compliance with Title IX. The Title IX Coordinator will coordinate specific actions to prevent sex discrimination and ensure an individual's equal access to the education program or activity.

The Title IX Coordinator is available to meet with any student, employee or third party to discuss this policy. Any person with a concern about the university's handling of a particular matter should contact:

Stacy DeRooy  
Executive Director of Title IX and Clery Compliance  
6046 Eastman Hall  
Rochester, NY 14623  
585-475-7158  
[Stacy.DeRooy@rit.edu](mailto:Stacy.DeRooy@rit.edu)

### II. SCOPE.

This policy applies to all students who are pregnant, recovering from childbirth, termination of a pregnancy, or experiencing pregnancy-related conditions.

### III. DEFINITIONS.

Terms defined below are applicable to this Policy and its related procedures.

A. **Pregnancy-Related Conditions.** Conditions that include, are related to and recovery from pregnancy, childbirth, termination of pregnancy, or lactation.

B. **Reasonable Accommodations.** Accommodations or modifications that provide equal access to education for students to fulfill academic requirements as a student. Examples for students 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; extensions of time for coursework and rescheduling of tests and examinations; allowing a student to sit or stand, or carry or keep water nearby, counseling, changed in

physical space or supplies (for example, access to a larger desk or footrest); elevator access; or other changes to policies, practices, or procedures. Accommodations may include but are not limited to a reduction in course load, additional time to complete a course, or stepping away from the university for a period of time.

**C. Student.** A person who has gained admission, which means they have been selected for part-time, full-time, special, associate, transfer, exchange, or any other enrollment, membership, or matriculation in or at an education program or activity operated by RIT.

**D. Undue Hardship.** An action requiring significant difficulty or expense by RIT. Undue Hardship refers not only to financial difficulty, but to reasonable accommodations that are unduly extensive, substantial, or disruptive, or those that would fundamentally alter the nature or operation of the university.

#### IV. PROCEDURES.

Students affected by pregnancy, termination of pregnancy, childbirth, or related medical conditions that may conflict with their job or education requirements and who would like an accommodation should contact the Title IX Coordinator and must submit a written request form for review and referral to the appropriate implementing office. RIT may propose alternative accommodations for the student's consideration. The student, advisor and/or supervisor may continue to interact as necessary in order to determine whether a reasonable accommodation exists that is acceptable to both the student and RIT.

#### **Title IX Accommodation Request Form**

Students seeking reasonable accommodations should complete the form found on the [Disability Services Office](#) (DSO) website or the accommodations for Pregnancy and Pregnancy-Related Conditions form found [here](#) on the Title IX website.

1. Students are strongly encouraged to contact the [Office of Financial Aid](#) and speak to their financial aid counsel if considering taking a leave or absence or withdrawing from the University to discuss financial ramifications. Withdrawals and leaves may have significant impact on financial benefits, including financial aid or veteran's benefits, or refunds. Moreover international students should be advised that taking a leave of absence or a University withdrawal can affect your immigration status. Students should consult with [International Student Services](#) before completing any Leave of Absence Request or University Withdrawal forms. See also, information from the [Office of the Registrar](#).

2. Students should meet with their academic advisor to review options and how they may impact their plan of study before making any decision. After meeting with an academic advisor, a student may wish to remain enrolled in their courses or request an incomplete in a course.

The student will need to work with the individual instructor for each course where an incomplete is being requested. Eligibility for an incomplete may depend on a student's current academic standing in the course and the percentage of work that has been completed at the time of the request. If approved, the instructor will advise the student of the due date for all remaining coursework. An incomplete cannot exceed two terms, including summer, before a grade of F will be automatically assigned.

3. RIT may request documentation from an appropriate health care provider or rehabilitation professional to support the need for an accommodation. Documentation is not required for the following accommodations: more frequent restroom, food, or water breaks; larger classroom desk or chair; limits on lifting more than 20 pounds; and private non-bathroom space for expressing breast milk.

4. The University is not required to alter fundamental academic requirements as part of the accommodations process and is not required to honor accommodation requests that will cause Undue Hardship on RIT.

#### **V. Complaints.**

Violations of this Policy will be processed under C27.0 Policy on Sex Discrimination for Faculty, Staff, and Students. Any student who believes they have been discriminated against on the basis of pregnancy or a Pregnancy-Related Conditions should file a complaint with the Title IX Coordinator using the online complaint form.

#### **VI. Related Resources.**

### **Student Pregnancy Guide**

Responsible Party: Office of Compliance and Ethics

Effective Date: August 1, 2024