

Piedmont University Pregnancy and Pregnancy Related Conditions Policy

Policy Statement

Title IX of the Education Amendments of 1972 provides:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

It is the policy of Piedmont University not to discriminate in its educational programs, activities, or employment on the basis of sex, gender identity, sexual orientation, physical or mental disability, pregnancy, race, age, religion, color, national or ethnic origin, veteran status, genetic information, or any other category protected by applicable federal, state, or local law. All the foregoing conduct shall be referred to as “Prohibited Conduct.”

Piedmont University will take prompt and equitable action to eliminate the Prohibited Conduct (if any), prevent its recurrence, and remedy its effects. In addition, Piedmont University will fulfill its obligations under the Violence Against Women Reauthorization Act of 2013 (“VAWA”) amendments to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”) in response to reported Prohibited Conduct. Students, employees, or third parties who are found to have violated this Policy may face disciplinary action up to and including expulsion (students) or termination of employment or contractual relationship (employees or third-party contractors).

Inquiries about Title IX may be referred to Piedmont University’s Title IX Coordinator:

Amy Brown, JD
Daniel Hall Room 303D
amybrown@piedmont.edu or titleix@piedmont.edu
706-778-8500 ext. 1504

or

U.S. Department of Education Office for Civil Rights

Piedmont University also prohibits other forms of discrimination and harassment as described at: <https://piedmont.smartcatalogiq.com/en/2024-2025/student-handbook-2024-2025/student-rights-and-responsibilities/copy-of-an-equal-opportunity-institution/>.

Link to Piedmont University's Title IX Policy: <https://www.piedmont.edu/resources/title-ix-legal-disclosures/>

Definitions

Admission means selection 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 a Piedmont University.

Confidential employee means:

(1) An employee of Piedmont University whose communications are privileged or confidential under Federal or State law. The employee's confidential status, for purposes of this part, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies.

(2) An employee of Piedmont University whom Piedmont University has designated as confidential under this part for the purpose of providing services to persons related to sex discrimination. If the employee also has a duty not associated with providing those services, the employee's confidential status is only with respect to information received about sex discrimination in connection with providing those services; or,

(3) An employee of Piedmont University who is conducting a Review Board-approved human-subjects research/study designed to gather information about sex discrimination, but the employee's confidential status is only with respect to information received while conducting the study.

Department means the Department of Education

Federal financial assistance means any of the following, when authorized or extended under a law administered by the Federal agency that awards such assistance, a grant or loan of Federal financial assistance, including funds made available for:

(i) The acquisition, construction, renovation, restoration, or repair of a building or facility or any portion thereof; and

(ii) Scholarships, loans, grants, wages, or other funds extended to any entity for payment to or on behalf of students admitted to that entity, or extended directly to such students for payment to that entity.

Parental status, means the status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is a biological parent; an adoptive parent; a foster parent; a stepparent; 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 or related conditions means pregnancy, childbirth, termination of pregnancy, or lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or

lactation; or recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Student means a person who has gained admission.

Student with a disability means a student who is an individual with a disability as defined in the Rehabilitation Act of 1973, as amended, 29 U.S.C. 705(9)(B), (20)(B), or a child with a disability as defined in the Individuals with Disabilities Education Act, 20 U.S.C. 1401(3).

Reasonable Modifications means individualized measures offered as appropriate to students and employees for pregnancy or pregnancy related conditions.

Retaliation means intimidation, threats, coercion, or discrimination against any person by Piedmont University, a student, or an employee or other person authorized by Piedmont University to provide aid, benefit, or service under Piedmont University's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part, including in an Informal Resolution or Formal process. Nothing in this definition or this part precludes a Piedmont University from requiring an employee or other person authorized by a Piedmont University to provide aid, benefit, or service under Piedmont University's education program or activity to participate as a witness in, or otherwise assist with, an investigation, proceeding, or hearing.

Reporting Options and Resources

Reporting Options

Piedmont University will ensure that when a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student's pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee promptly provides that person with the Title IX Coordinator's contact information and informs that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to Piedmont University's education program or activity.

Piedmont University will ensure that when an employee informs any employee of the employee's pregnancy or related conditions the employee promptly provides that person with the Title IX Coordinator or Deputy Title IX Coordinator's contact information and informs that person that Title IX Coordinator or Deputy Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the employee's equal access to Piedmont University's program or activity.

Title IX Coordinator and Deputy Coordinators

Piedmont University has designated the following individuals to serve in official capacity regarding reporting matters involving pregnancy or pregnancy-related conditions:

Amy Brown, JD, Title IX Coordinator, Daniel Hall Room 303D
amybrown@piedmont.edu, or titleix@piedmont.edu
706-865-8500 ext. 1504

Kimberly Crawford, Vice President of Student Affairs
Deputy Title IX Coordinator, Student Commons Office Suite 244
kcrawford@piedmont.edu
706-778-8500 ext. 1050

Letitia Roller, Director of Human Resources and Compliance,
Deputy Title IX Coordinator, Daniel Hall Suite 208
lroller@piedmont.edu
706-778-8500 ext. 2858.

Confidential Reporting on the Demorest Campus

The confidential resources available to individuals on the Demorest campus are:

Sean Williamson, LCSW, Director of Counseling Services, Lane Hall 109
swilliamson@piedmont.edu
706-778-8500 ext. 1295

Lisa Shurtleff, LPC, Counselor, Lane Hall 111,
lshurtleff@piedmont.edu
706-778-8500 ext. 1295

Alisha Dickerson, LMSW, Counselor, Lane Hall 107,
adickerson@piedmont.edu
706-778-8500 ext. 1295

A confidential report is required by state law to notify child protective services and/or local law enforcement of suspected abuse of a minor under the age of 18 years of age.

Parental, family, marital status, pregnancy or related conditions – Students

Scope

Piedmont University has not adopted or implemented any policy, practice, or procedure concerning a student's current, potential, or past parental, family, or marital status that treats students differently on the basis of sex.

Piedmont University does not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy or related conditions. Additionally, Piedmont University does not engage in prohibited discrimination when it allows a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of its education program or activity provided Piedmont University ensures that the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions.

Piedmont University ensures that when a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student's pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee promptly provides that person with the Title IX Coordinator's contact information and informs that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to Piedmont University's education program or activity. Confidential Employees will provide the contact information for the Title IX Coordinator and Title IX Deputy Coordinators and inform that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to Piedmont University's education program or activity.

Piedmont University will take specific actions to promptly and effectively prevent sex discrimination and ensure equal access to Piedmont University's education program or activity once the student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions. The Title IX Coordinator must coordinate these actions.

Piedmont University will inform the student, and if applicable, the person who notified the Title IX Coordinator of the student's pregnancy or related conditions and has a legal right to act on behalf of the student, of Piedmont University's obligations under this section and provide Piedmont University's notice of nondiscrimination.

Reasonable Modifications

Piedmont University will make reasonable modifications to Piedmont University's policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to Piedmont University's education program or activity. Each reasonable modification must be based on the student's individualized needs. In determining what modifications are required

under this paragraph Piedmont University must consult with the student. A modification that a Piedmont University can demonstrate would fundamentally alter the nature of its education program or activity is not a reasonable modification.

The student has discretion to accept or decline each reasonable modification offered by Piedmont University. If a student accepts Piedmont University's offered reasonable modification, Piedmont University will implement it.

Reasonable modifications may include, but are not limited to: 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 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; changes in physical space or supplies (for example, access to a larger desk or a footrest); or other changes to policies, practices, or procedures.

Voluntary access to separate and comparable portion of program or activity

Piedmont University will allow the student to voluntarily access any separate and comparable portion of Piedmont University's education program or activity.

Voluntary leaves of absence

Piedmont University must allow the student to voluntarily take a leave of absence from the education program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a student qualifies for leave under a leave policy maintained by Piedmont University that allows a greater period of time than the medically necessary period, Piedmont University must permit the student to take voluntary leave under that policy instead if the student so chooses. When the student returns to Piedmont University's education program or activity, the student must be reinstated to the academic status and as practicable, to the extracurricular status that the student held when the voluntary leave began.

Lactation space

Piedmont University will ensure that the student can access a lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed. At the present time, lactation space is located on the Demorest campus in Daniel Hall Room 203B and the first-floor breakroom on the Athens campus.

Limitations on documentation

Piedmont University does not require supporting documentation unless the documentation is necessary and reasonable to determine the reasonable modifications to make, or whether to take additional specific actions. Examples of situations when requiring supporting documentation is not necessary and reasonable include, but are not limited to: when the student's need for a specific action is obvious, such as when a student who is pregnant needs a bigger uniform; when the

student has previously provided Piedmont University with sufficient supporting documentation; when the reasonable modification because of pregnancy or related conditions at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom; when the student has lactation needs; or when the specific action is available to students for reasons other than pregnancy or related conditions without submitting supporting documentation.

Comparable treatment to other temporary medical conditions

Piedmont University treats pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy Piedmont University administers, operates, offers, or participates in with respect to students admitted Piedmont University's education program or activity. **See the policy regarding temporary medical conditions here: LINK**

Certification to participate

Piedmont University does not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in Piedmont University's class, program, or extracurricular activity unless:

- (i) the certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
- (ii) such certification is required of all students participating in the class, program, or extracurricular activity; and,
- (iii) the information obtained is not used as a basis for discrimination prohibited by this Policy.

Parental, family, marital status, pregnancy or related conditions – Employees

Scope

Piedmont University has not adopted or implemented any policy, practice, or procedure, nor will it take any employment action, on the basis of sex:

- (1) Concerning the current, potential, or past parental, family, or marital status of an employee or applicant for employment, which treats persons differently; or,
- (2) That is based on whether an employee or applicant for employment is the head of household or principal wage earner in such employee's or applicant's family unit.

Pregnancy or related conditions

Piedmont University does not discriminate against any employee or applicant for employment on the basis of current, potential, or past pregnancy or related conditions.

Comparable treatment to other temporary medical conditions

Piedmont University treats pregnancy or related conditions as any other temporary medical conditions for all job-related purposes, including commencement, duration and extensions of leave; payment of disability income; accrual of seniority and any other benefit or service; and reinstatement; and under any fringe benefit offered to employees by virtue of employment.

Voluntary leaves of absence

If Piedmont University does not maintain a leave policy for its employees, or if an employee has insufficient leave or accrued employment time to qualify for leave, the University will treat pregnancy or related conditions of the employee as a justification for a voluntary leave of absence without pay for a reasonable period of time. At the conclusion of the leave of absence, the employee shall be reinstated to the status held when the leave began or to a comparable position. The compensation rate will not be decreased, promotional opportunities will not be lost, nor will any other right or privilege of employment be lost. Unpaid leave related to pregnancy or a related condition, will follow the Piedmont University FMLA policy that can be found in the Employee Policies and Procedures Manual and here: <https://piedmont.smartcatalogiq.com/en/2021-2022/policies-and-procedures-manual-2021-2022/employee-benefits/family-medical-leave-act/>

Lactation time and space

Piedmont University provides reasonable break time for an employee to express breast milk or breastfeed as needed. At the present time, there is lactation space in Daniel Hall room 203 B on the Demorest campus and the first-floor breakroom on the Athens campus.

Internal and External Resources

Piedmont University reserves the right, at any time during any stage of any process described in this Policy, to utilize the services of internal and/or external individuals to facilitate any of the processes or to serve in any role in this Policy.

Record Keeping

Reasonable modifications do not need to be recorded and/or maintained in accordance with the Title IX regulations.

Examination and Revision

The policies of Piedmont University are reviewed regularly. Piedmont University Pregnancy and Pregnancy Related Conditions Policy may be revised at any time in order to comply with current applicable guidance, regulations, and laws.

TEMPORARY MEDICAL CONDITIONS

The Office of Accessibility, Resources and Services provides accommodations and support to undergraduate and graduate students with documented disabilities. This policy extends to the services of OARS, in conjunction with Student Support Services, to

students who experience a temporary medical condition that impacts their ability to gain access to classrooms, course material, exams or other resources. Students who are recovering from surgery, are pregnant, or have an injury or severe illness may be able to receive accommodations or modifications for the duration of the temporary medical condition. **See the policy regarding temporary medical conditions here: LINK**