

TITLE IX POLICY FOR PREGNANT AND PARENTING STUDENTS AND EMPLOYEES

I. NOTICE OF NONDISCRIMINATION

Webster University (the “University”) is committed to creating and maintaining a non-discriminatory learning environment for all students, including students and employees who are pregnant.

Under Title IX of the Educational Amendments Act of 1972 (“Title IX”), it is unlawful to discriminate against a student in an education program or activity based on the student’s current, potential, or past pregnancy or related conditions or current, potential, or past parental, family, or marital status. Title IX also prohibits discrimination against employees or applicants for employment based on the individual’s current, potential, or past pregnancy or related conditions or current, potential, or past parental, family, or marital status.

Inquiries about the Title IX Policy for Pregnant and Parenting Students and Employees (the “Policy”) or Title IX in general may be referred to the University’s Title IX Coordinator.

Webster University’s Title IX Coordinator is:

Kimberley Bynum-Smith
Director, Office for Civil Rights Compliance and Title IX Coordinator
200 Hazel, 2nd Floor
St. Louis, MO 63119
kimberleybynumsmith@webster.edu
314-246-7780

II. PURPOSE AND SCOPE

This Policy and associated procedures have been created in accordance with federal laws to ensure the protection and non-discriminatory treatment of pregnant students and employees, students and employees with pregnancy-related conditions, and students and employees who are parents.

This Policy applies to all Webster University students and employees in connection with all aspects of University programs, including, but not limited to, admissions, education programs and

III. DEFINITIONS

For purposes of this Policy, the following terms have the following meaning:

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:

- (1) A biological parent;
- (2) An adoptive parent;
- (3) A foster parent;
- (4) A stepparent;
- (5) A legal custodian or guardian;
- (6) _____ with respect to such a person; or
- (7) Actively seeking legal custody, guardianship, visitation, or adoption of such a person.

“Pregnancy or related conditions” means:

- (1) Pregnancy, childbirth, termination of pregnancy, or lactation;
- (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation;
or
- (3) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

IV. VOLUNTARY DISCLOSURE OF PREGNANCY OR RELATED CONDITION

Disclosure by the student or employee of a pregnancy, childbirth, or a related condition is voluntary, but disclosure is necessary to seek accommodations under this Policy. SRELAci(1)-2(o)5(w)2(i1)-e-1(Ua)4nwvRe6(r(s)lityn)7da6(itio)2(n)2r p ioaitvnmnV

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VI. REASONABLE MODIFICATIONS FOR STUDENTS

The University will make reasonable modifications to its policies, practices, or procedures as necessary to ensure equal access to the University's education program or activity. Each reasonable modification shall be based on the student's individualized needs. In determining what modifications are required, the Title IX Coordinator will consult with the student. A modification that the 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 the University.

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 or remote 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);
- elevator access (where applicable); or
- other changes to policies, practices, or procedures.

VII. VOLUNTARY LEAVES OF ABSENCE

The University will allow the student to voluntarily take a leave of absence from the University's program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. When the student returns to the 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.

In the case that an employee has insufficient leave under the University's Leave Policy or has not accrued employment time to qualify for leave under such policy, the University will treat pregnancy or related conditions as a justification for a voluntary leave of absence without pay for a reasonable period of time, at the conclusion of which the employee shall be reinstated to the status held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

VIII. LACTATION SPACE

The University will ensure that students and employees can access a lactation space, which will 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.

For employees, the University will provide a reasonable break time to express breast milk or breastfeed as needed.

IX. LIMITATION ON SUPPORTING DOCUMENTATION FOR STUDENTS

XII. COMPLAINT PROCESS

XV. CONFIDENTIALITY

The University attempts to maintain confidentiality in investigations where possible. However, given the nature of an investigation, which typically requires interviews with witnesses, the University cannot guarantee absolute confidentiality. The University will only reveal information relating to an investigation to those individuals with a need to know or to the extent otherwise required by law.

Additionally, medical information is confidential. Disclosure of medical information is restricted to limited situations where a University employee has an academic-related or employment-related reason to know it. Individuals who disclose a student's or employee's medical information without proper authorization will be subject to disciplinary action, up to and including separation of employment.