



Responsible Officer: Associate Vice President,
Global Diversity & Inclusion
Responsible Office: Global Diversity &
Inclusion
DRAFT VERSION: 2-27-18

Student Pregnancy and Postpartum Assistance and Accommodations Policy

I. Policy Statement

Portland State University (PSU) is committed to providing equal opportunities to all qualified students who are pregnant or have been pregnant.

II. Reason for Policy/Purpose

PSU is committed to supporting students who are or have recently been pregnant, in order for students to meet their educational goals. We are committed to creating an environment that provides equal access to educational benefits and program participation, including pregnant and postpartum students.

PSU will provide reasonable and appropriate adjustments and flexibility, upon request, to students based on their pregnancy or postpartum circumstances. Such circumstances may include pregnancy, complications arising from pregnancy, childbirth, breastfeeding, false pregnancy, miscarriage, termination of pregnancy, or recovery from any of these circumstances.

III. Applicability

This policy applies to all prospective and current students.

This policy does not apply to employees. Employees, including student employees, who need flexibility in their work schedules, workplace accommodations, and/or leave from work should contact Human Resources to request leave and/or accommodations.

IV. Definitions

Pregnancy is the state of carrying a developing embryo or fetus within the body, childbirth, false pregnancy, miscarriage, termination of pregnancy, or recovery from any of these conditions.

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Postpartum is the period of recovery and adjustment following childbirth, for up to twelve weeks or as specified by a medical professional.

Reasonable Adjustments may include, but are not limited to:

1. Providing adjustments requested by pregnant students to protect the health and safety of students and/or the pregnancy (such as allowing students to maintain a safe distance from hazardous substances);
2. Making modifications to the physical environment (such as accessible seating);
3. Extending deadlines and/or allowing students to make up tests or assignments missed for pregnancy- or postpartum-related absences;
4. Offering alternative learning options, such as a written assignment in place of an exam;
5. Excusing medically-necessary absences in a manner similar to other excused absences;
6. Granting leave for classes that will be resumed at a future date or implementing incomplete grades; or
7. Allowing breastfeeding students reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible. Bathroom stalls do not satisfy this requirement.

Nothing in this policy requires modification to the fundamental learning outcomes of any academic program.

Disability is a physical or mental impairment that substantially limits one or more major life activities as defined by the Americans with Disabilities Act and as defined by the Federal Fair Housing Act for accommodations made in University Housing. Disability can be temporary or permanent. Pregnant students may qualify for reasonable accommodations through the Disability Resource Center (DRC).

Reasonable Accommodations are modifications or adjustments to a policy, procedure, or practice, or auxiliary aid or service, provided to a qualified person with a disability to enable the person to a) participate in educational programs and activities; b) access PSU facilities and events; or c) have equal use and enjoyment of University Housing. Pregnant students may qualify for reasonable accommodations based on complications related to pregnancy, a temporary medical condition, and/or a disability. Some examples of this could be receiving ergonomic furniture, accessible classrooms, or the ability to take breaks during class.

Interactive Process is an informational exchange between faculty/advisor, student, and the appropriate support center staff (Services for Students with Children and/or Disability Resource Center as well as the assistance of PSU's Title IX and/or ADA/504 Coordinator) to determine reasonable flexibility and adjustments and/or reasonable accommodations.

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Instructors include PSU employees who are responsible for teaching classes or supervising academic work, including faculty, instructors and graduate teaching assistants.

Advisor is the student's assigned academic advisor.

Services for Students with Children (SSWC) is the department on campus which provides support for pregnant and parenting students. If needed, SSWC will assist students who are pregnant, have a pregnancy related condition, or are in the postpartum period by coordinating an interactive process with their instructors and/or to determine reasonable adjustments.

Responsible Office is the Office of Global Diversity & Inclusion.

Responsible Officer is the Title IX Coordinator.

V. Policy/Procedure

1. Students requesting adjustments in their academics, such as time off from classes, extensions on assignments, or leave from academic:

- 1.1 PSU and its faculty, staff, and other employees will not require students to limit their studies as the result of pregnancy or pregnancy-related conditions. However, if students desire to take a leave of absence from their education, the SSWC or the Title IX Coordinator will assist the student in doing so.
- 1.2 SSWC will determine if a student's request is on the basis of a disability and in such a case SSWC will refer the student to the DRC. The DRC will engage in the interactive process based on the DRC's procedures and make a determination of reasonable accommodations on the basis of PSU's Reasonable Accommodation and Access Policy.
- 1.3 An instructor may ask a student to provide medical or other documentation of the pregnancy or related condition if the instructor also has a practice of asking students to provide documentation for other medical conditions or non-medical emergencies when seeking academic adjustments due to an exigent circumstance.
- 1.4 When pregnant or postpartum students request academic adjustments, there are three options:
 - 1.4.1 Students may make a request for adjustments directly through their instructors as soon as they are aware an adjustment will be necessary. Students and their instructors may mutually agree upon adjustments without involving the SSWC or Title IX Coordinator, so long as the agreed upon adjustments do not alter the learning outcomes.
 - 1.4.2 Instructors who are contacted by students asking for adjustments due to pregnancy may refer students to the SSWC to engage and participate in an interactive process.

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1.4.3 Students may directly request the SSWC to engage in an interactive process without first approaching the instructors and the SSWC will contact students' instructors.

1.5 Students and/or their instructors should confirm agreed upon adjustments by PSU email.

1.6 Should a student and instructor be unsuccessful in agreeing upon reasonable adjustments, SSWC will refer the matter to PSU's Title IX Coordinator and the Title IX Coordinator will make a determination of a reasonable adjustment, which will be communicated via email.

2. Students requesting lactation:

2.1 Students may request to take breaks from a class for lactation purposes. Students should follow the procedures set forth in section 1 above to request breaks from class time.

2.2 PSU provides lactation facilities in various locations on campus. Students inquiring about lactation spaces available on campus should contact the SSWC.

3. Students requesting physical accessibility for on-campus space or ergonomic furniture in a classroom should contact the Disability Resource Center to request needs for physical accessibility accommodations, including ergonomic furniture.

4. Resolving Disagreements/Filing a Complaint:

4.1 Discrimination on the basis of sex, which includes pregnancy, childbirth, and related medical conditions listed above, is strictly prohibited by law and PSU Prohibited Discrimination and Harassment policy.

4.1.1 Faculty, staff and other PSU employees are prohibited from interfering with students' right to take leave, seek reasonable accommodations, or otherwise exercise their rights under this policy.

4.1.2 Faculty, staff and other PSU employees are prohibited from retaliating against students for exercising the rights articulated by this policy, including imposing or threatening to impose negative educational outcomes because students requested leave or adjustments, filed a complaint or otherwise exercised their rights under this policy.

4.2 If a student believes the student has been discriminated against on the basis of sex, gender or any other protected class, the student may contact the Global Diversity & Inclusion, Equity & Compliance to file a complaint. Global Diversity & Inclusion investigates complaints of prohibited discrimination and harassment based on sex, gender and other protected classes.

VI. Links To Related Forms

[Office of Equity & Compliance Complaint to file a complaint](#)

VII. Links To Related Policies, Procedures or Information

[Reasonable Accommodation and Access Policy](#)

[Prohibited Discrimination and Harassment Policy](#)

[Resource Center for Students with Children](#)

[Disability Resource Center](#)

[On Campus Child Care](#)

VIII. Contacts

Services for Students with Children

462 Smith Memorial Student Union (SMSU) 1825 SW Broadway, Suite 462

Phone: 503-725-9878

Email: sswc@pdx.edu

www.pdx.edu/students-with-children/

Disability Resource Center

116 SMSU 1825 SW Broadway,

Telephone: 503-725-4150

Email: drc@pdx.edu

<http://www.pdx.edu/drc/>

PSU's Title IX Coordinator

Global Diversity & Inclusion, Office of Equity & Compliance

830 Market Center Building, 1600 SW 4th Avenue

Telephone: (503) 725-5919

E-mail: diversity@pdx.edu

<http://www.pdx.edu/diversity/office-of-equity-compliance>

Office of Human Resources

518 Market Center Building, 1600 SW 4th Avenue

Telephone: (503) 725-4926

E-mail: askhrc@pdx.edu

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[Employee leaves webpage](#)

Little Vikings Flexible Childcare

Available for students and employees
101 Epler Hall, 1136 SW Montgomery
Telephone: (503) 725-8800
<http://www.littlevikings.org/>

ASPSU Children's Center

126 Smith Memorial Student Union,
Telephone: 503-725-2273
<http://www.pdx.edu/students-with-children/on-campus-childcare>

Helen Gordon Child Development Center

1609 SW 12th Ave
Portland, OR 97201
Telephone: 503-725-3092
<http://www.pdx.edu/helen-gordon-center>

IX. History/Revision Dates [use this date format: May 27, 2012]

Adoption Date: [date policy first approved by UPC and is in effect]
Reaffirmation Date: [date UPC concurs with responsible officer that an existing policy requires no change, and remains in effect]
Revision Date: [date policy has been changed and reapproved]
Next Review Date: Month, Day, Year [*at least* every five years, sooner as needed]

X. Policy Adoption/Reaffirmation/Revision Approvals

Approved _____ Date _____
PORTLAND STATE UNIVERSITY PRESIDENT

Approved _____ Date _____
PORTLAND STATE UNIVERSITY GENERAL COUNSEL