

TITLE IX- FACULTY & STAFF GUIDANCE DOCUMENT

Students with Pregnancy and Pregnancy-Related Conditions

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and pregnancy-related conditions—in educational programs and activities.

Process for Seeking Modifications Due to Pregnancy and Pregnancy-Related Conditions:

A student seeking reasonable modifications due to pregnancy or pregnancy-related conditions must register with the Office of Accessibility in order to receive services and reasonable modifications for pregnancy and pregnancy-related conditions. Students with pregnancy and pregnancy-related conditions will receive reasonable modifications in the same manner as those students with temporary medical conditions. Students should register with the Office of Accessibility as soon as possible. Title IX also ensures the right to take medically necessary leave without penalty, return to the same status as before, and be free of harassment, intimidation, or other discrimination because of pregnancy or pregnancy-related conditions.

Guidelines for Faculty & Staff

- When notified of a student's pregnancy or pregnancy-related condition by a student, faculty and staff are to refer the student to the Office of Accessibility within 2 business days by Rio email so that the Office of Accessibility may offer reasonable modifications to that student. This ensures all students with pregnancy and pregnancy-related conditions are consistently informed of their rights and offered modification services as per Title IX. Using Rio email to make the referral provides documented evidence of when the referral occurred.
- Faculty and staff will implement reasonable modifications if the student elects to register for modification services and medically excuse the student as needed as per Title IX regulations.
 - Re: Reasonable Modifications –
 - At Rio, a policy has been adopted that states that students with pregnancy and pregnancy-related conditions seeking reasonable modifications must do so by registering for services with the Office of Accessibility.
 - Students with pregnancy and pregnancy-related conditions under Title IX will be treated in the same manner as those students with temporary medical conditions in determining services and reasonable modifications.
 - Online or Remote learning – Shifting a face-to-face course to an online/remote learning modality is currently only offered as a reasonable modification to students if the modification is reasonable, would not fundamentally alter the course, and if the modification is medically necessary.
 - Re: Pregnancy-Related absences & leaves –
 - The Office of Accessibility will handle all medical documentation related to pregnancy and pregnancy-related conditions. Faculty MAY NOT request medical documentation from students.
 - Faculty may confirm through the Office of Accessibility the medical necessity of pregnancy-related medically excused absences for any students who have medically excused absence modifications.
 - Students with pregnancy and pregnancy-related conditions have the right to medically necessary absences and leaves without penalty. They may return when released from care to their same student status without penalty and must be given the opportunity to make up work missed (including, if necessary, participation points, assignments, or exams (including final exams)). Depending on the time and length of the absence/leave, this may entail needing to take an incomplete, withdrawing from a course, or other reasonable opportunity to make up work missed. Students who elect to receive an incomplete or withdrawal will fall under the institutional policies related to those actions once that action has been undertaken.
 - Faculty are encouraged to discuss course options and realistic alternate plans for completing coursework with students on a case-by-case and course-by-course basis.

Students with pregnancy and pregnancy-related conditions are still responsible for the completion of all required coursework, and the excused medical absence modification is only valid when the student's healthcare provider provides medical documentation that the absence is medically necessary due to the student's pregnancy or pregnancy-related condition. A student with pregnancy or pregnancy-related conditions who also has a chronic medical or disability condition should also inquire about modification for those specific conditions from the Office of Accessibility.

Contacts

FOR STUDENT RIGHTS & ACCOMMODATION SERVICES -- Office of Accessibility Stephanie Alexander, PhD, Director of Academic Support Services and Student Accessibility; 740-245-7366; accessibility@rio.edu

FOR ADDITIONAL INFORMATION ABOUT STUDENT RIGHTS OR GRIEVANCE PROCESS --- Title IX Coordinator; Chris Nourse, VP of Human Resources & Title IX Coordinator, titleIXcoordinator@rio.edu