

3354: 1-60-01.3 Modifications for Pregnant and Parenting Students

Cuyahoga Community College is committed to providing a learning and working environment free from discrimination, harassment, sexual misconduct, retaliation and violations of Title IX.

Title IX prohibits discrimination against a student based on current, potential or past pregnancy, related conditions or any temporary disability resulting therefrom including pregnancy, childbirth, termination of pregnancy or lactation, medical conditions or recovery related to the pregnancy, childbirth, termination of pregnancy or lactation.

Title IX also prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently or unfairly based on their sex.

Title IX protects students participating in any part of an educational program or activity. This includes advanced placement and honors classes, extracurricular programs, athletics, honor societies and opportunities for student leadership, and other activities operated by the school.

(A) Scope

- (1) The Office of Institutional Access ensures that Title IX provisions are carried out such that both students are protected from discrimination based on pregnancy, related conditions or any temporary disability resulting therefrom including pregnancy, childbirth, termination of pregnancy, lactation, medical conditions or recovery related to pregnancy, childbirth, termination of pregnancy or lactation.
- (2) A student or applicant to the College cannot be precluded from participating in an educational program or activity because of their pregnant or parenting status.
 - a. Parenting status – 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:
 - i. A biological parent;
 - ii. An adoptive parent;
 - iii. A foster parent;
 - iv. A stepparent;
 - v. A legal custodian or guardian;
 - vi. In loco parentis with respect to such a person; or
 - vii. Actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- (3) As long as a student provides the appropriate medical documentation, a reasonable modification may be provided retroactively for pregnancy, childbirth, termination of pregnancy, lactation, medical conditions or recovery related to pregnancy, childbirth, termination of pregnancy or lactation. The College may be limited in its ability to implement certain reasonable modifications retroactively.

(B) Mandatory Reporting

- (1) If an employee is informed of a student's pregnancy or related condition by the student, or a person who has the legal right to act on behalf of the student, the employee must:
 - a. Inform the student how to notify the Title IX Coordinator of the student's pregnancy or related conditions for assistance and;
 - b. Provide contact information for the Title IX Coordinator to the student.

(C) Reasonable Modifications

- (1) Pursuant to Title IX Regulations, to ensure pregnant or parenting student's access to its educational program, when requested, a school must provide modifications to the regular program that are reasonable and responsive to the student's temporary pregnancy status.
- (2) The Title IX Coordinator must inform the student and if applicable the person who notified the Title IX Coordinator of the College's obligation to:
 - a. Prohibit sex discrimination, including sex-based harassment;
 - b. Provide the student with the option of reasonable modifications;
 - c. Allow access, on a voluntary basis, to any separate and comparable portion of the College's education program or activity;
 - d. Allow voluntary leave of absence;
 - e. Ensure availability of lactation space; and
 - f. Maintain grievance procedures
- (3) A reasonable modification will be based on an individual's circumstances and may vary from student to student.

(D) Requesting a Reasonable Modification

- (1) Students requesting a pregnant or parenting related reasonable modification may contact the Title IX Coordinator at 216-987-4778 or file a request online through the Maxient system.
- (2) Employees requesting a pregnant or parenting related reasonable modification may contact the Leave Administrator in the Department of Human Resources at 216-987-4736.
 - a. Pregnant employees may also refer to 3354:1-41-02.6 Procedure for Family and Medical Leave of Absence (FMLA) and Other Leaves of Absence for Non-Bargaining Employees.

(E) Confidentiality and Privacy

- (1) The Title IX Coordinator may schedule an intake call with the student and request additional documentation to assess their needs.

- (2) The Title IX Coordinator may work directly with the student, faculty members and Student Accessibility Services (SAS) Advisor to best address the students' needs.
- (3) The Title IX Coordinator will not share the students' information, and instead, will simply state that a student requires reasonable modifications
- (4) The Title IX Coordinator does not disclose why a student is receiving reasonable modifications and instructors have been advised not to ask.

(F) Discrimination is Prohibited

- (1) If a student or employee feels they have been harassed or discriminated against because they are pregnant or parenting, they may file a complaint with the Title IX Coordinator in person, via phone, email or online via the Maxient Reporting System.
- (2) You can reach the Director of the Office of Institutional Access and Title IX Coordinator at:

Jerry Sue Thornton Center
2500 East 22nd Street
Cleveland Ohio 44115
216-987-4778

Effective Date: 8/1/25