

APPENDIX E: PREGNANCY, RELATED CONDITIONS, AND HARBORING POLICY

1. Non-Discrimination Statement

Endicott College does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current or potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). Endicott College prohibits all community members from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current or potential, or past parental, or family status. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

2. Definitions

**Familial Status** refers to one's family or one's role in a family

Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity.

Allow a voluntary leave of absence.

Ensure lactation space availability.

Maintain a Resolution Process for alleged discrimination.

Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.

The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

4: Reasonable Modifications

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Other changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as clinical rotations, performances, labs, and group work, the institution will  
consider the student to pursue an alternative path to completion, if possible. In progressive  
cases, as well as short-term delinquencies, medically necessary leaves are sufficient cause to  
allow the student to start in a new order, substitute similar courses, or join a subsequent

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SIGOE

Employees should contact their manager for information pertaining to accessing lactation spaces on campus.

Students should work with the Title IX Coordinator for information

If an employee is not eligible for leave under the aforementioned leave policy because they either (1) do not have enough leave time available under that policy, or (2) have not been employed long enough to qualify for leave under that policy, they are eligible to qualify for pregnancy or related condition leave under Title IX. Pregnancy and related conditions will be regarded as a justification for a leave of absence without pay for a reasonable period of time.

Employees who take leave under Title IX must be reinstated to the status held when leave began or a comparable position without a negative effect on any employment privilege or right.

#### 8. Recipient Housing

A pregnant student's Recipient housing status will not be altered based on pregnancy status unless requested by the student.

#### 9. Policy Dissemination and Training

A link to this policy will be made available to all students, faculty, and staff in the college's annual Title IX attestation email distributed no later than August 31 of each acad

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[1] " [T]he Department of Education interprets 'termination of pregnancy' to mean the end of pregnancy in any manner, including, miscarriage, stillbirth, or abortion." Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 89 F.R. 33474, April 29, 2024, codified at 34 C.F.R. 106.