

Student Pregnancy and Related Conditions Policy

Statement of Nondiscrimination

Blackburn College does not discriminate in its education programs and activities against any student based on the student's current, potential, or past pregnancy or related condition.

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.

Please see the College's full statement of nondiscrimination, available at:

<https://blackburn.edu/about/policies-information/equal-employment-opportunity-nondiscrimination/>.

Reporting Student Pregnancy and Related Conditions

The Title IX Coordinator can coordinate actions to prevent sex discrimination and ensure the student's equal access to the College's education program or activity. Students who are pregnant or have related conditions are encouraged to contact the Title IX Coordinator for information about available resources and options.

If any employee is informed by a student about the student's pregnancy or related condition, the employee will provide the student with contact information for the Title IX Coordinator and inform the student that the Title IX Coordinator can coordinate actions to prevent sex discrimination and ensure the student's equal access to the College's education program or activity.

When the Title IX Coordinator is informed of a student's pregnancy or related condition, the Title IX Coordinator will provide the student with this policy, the College's nondiscrimination statement and information about the College's obligations to ensure access to the College's education program or activity.

The College will not disclose personally identifiable information obtained under this policy except as needed to carry out the purposes of this policy or in the following circumstances: 1) with prior written consent; 2) when the information is disclosed to a parent, guardian or legal representative with a legal right to receive the information; 3) as required by law, regulation, or the terms and conditions of a federal grant, award, or other funding agreement; 4) when required by state or local law or when permitted by FERPA, to the extent the disclosure is not in conflict with Title IX or its regulations.

Reasonable Modifications

Blackburn College will make reasonable modifications based on a student's individualized needs related to pregnancy or related conditions to policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to its education program or activity.

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 homebound 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; or other changes to policies, practices, or procedures. A modification that would fundamentally alter the nature of the College's education program or activity is not a reasonable modification.

Students who need a reasonable modification due to pregnancy or a related condition should contact the Title IX Coordinator to discuss available options. A student requesting a reasonable modification has the discretion to accept or decline each reasonable modification offered by the College.

The Title IX Coordinator may not require a student to provide supporting documentation for a request for reasonable modification unless the documentation is necessary and reasonable for the Title IX Coordinator to determine the reasonable modifications to make. Supporting documentation will not be required for a request where the need is obvious, such as when the reasonable modification is: to allow the student to keep water nearby and drive; to use a bigger desk, sit, or stand; to take breaks to eat, drink, or use the restroom; or when the student has lactation needs.

Lactation Space

A lactation space is available to students who need to express breastmilk or breastfeed on campus. The lactation space is located in Woodson Hall.