

Policy Title:	Pregnancy, Parenting and Related Conditions Policy
Applicability:	Student and Employees (Faculty, Staff, Administrators)
Oversight Office(s):	The Office of Equity Compliance & Human Resources
Purpose:	The purpose of this Policy is to inform members of the College community of resources, support, reporting obligations and processes related to pregnancy and related conditions; as well as related allegations of discrimination, harassment, and retaliation.
Effective Year:	2026

I. POLICY STATEMENT AND OVERVIEW:

Providence College is committed to creating and maintaining a community where all individuals are valued, respected, and protected from all forms of discrimination, including discrimination on the basis of sex, as mandated under Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e and Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681 et seq., Title IX of the Education Amendments of 1972.

All students and employees have the right to request medically necessary leave, request reasonable accommodations, and reasonable modifications and be free from discrimination, harassment, and retaliation because of their pregnancy and/or related conditions. All students and employees also have the right to return to the same academic, co-curricular, and/or employment standing following a leave for these purposes.

This Policy is designed to comply with Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e, Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681 et seq., relevant sections of the Violence Against Women Reauthorization Act, as amended, and any applicable federal, state and local laws, as well as College policy.

This Policy is overseen by the Offices of Equity Compliance and Human Resources

II. NON DISCRIMINATION NOTICE

Providence College admits Students of any race, color, national and ethnic origin, sex, gender, sexual orientation, gender identity, religion, disability, age, or veteran status, and without regard to genetic information, to all the rights, privileges, programs, and activities generally accorded or made available to Students at the College. It does not discriminate on the basis of race, color, national and ethnic origin, sex, gender, sexual orientation, gender identity, religion, disability, age, veteran status, genetic information, or any other applicable legally protected basis, in the administration of its education policies, admission policies, scholarship and loan programs, athletic and other College-administered programs, and employment policies. In accordance with Title IX, it does not discriminate on the basis of sex and prohibits sex

discrimination in its educational programs or activities. Nothing in this Notice shall require Providence College to act in a manner contrary to its Dominican mission and the teaching and tenets of the Catholic Church, and the College reserves the right to take actions designed to ensure and promote its Catholic and Dominican mission.

In addition to the College's Notice of Non-Discrimination above, this Policy is designed to comply with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681 et seq., relevant sections of the Violence Against Women Reauthorization Act, as amended; it also addresses sexual misconduct not covered by Title IX. This Policy and related procedures are overseen by the Office of Equity Compliance.

The College's Notice of Non-Discrimination, including contact information for inquiries is available [here](#).

III. DEFINITIONS OF KEY TERMS AS DEFINED BY TITLE IX

1. **Coordinator (referring to the Title VI, Title VII, or Title IX Coordinator individually or collectively)** - The official designated by Providence College to ensure ultimate oversight of compliance with Title IX and Title VI. References to the Coordinator throughout this Policy may also encompass a designee of the Coordinator, such as the Deputy Coordinator. The Coordinator manages the College's response to complaints. The Coordinator is responsible for coordinating the implementation of respective supportive measures and the implementation of respective resolution processes for all parties involved. The Coordinator reserves the right in his/her sole discretion and in accordance with legal mandates, to amend procedures as necessary to ensure an equitable process, and/or to protect the integrity of the process.
2. **Pregnancy or Related Condition (*hereinafter may be referred to as pregnancy collectively*)**: Pregnancy, childbirth, termination of pregnancy, lactation, menopause and related medical conditions, and any other medical conditions related thereto, or recovery therefrom.
3. **Notice**: When an employee, student, or third Party informs the Coordinator of the alleged occurrence of discrimination, harassment, or retaliation.

VI. SUPPORT AND REPORTING

Any community member who becomes pregnant or is navigating a condition related to pregnancy is encouraged to reach out to the Assistant Vice President for Equity Compliance's (hereinafter AVP or Coordinator) to learn about available resources and support. Upon notice, the Coordinator can connect you with a dedicated pregnancy advocate (students) and/or Human Resources (employees) to ensure you receive appropriate accommodations and guidance and

provide information about protected rights regarding sex-based discrimination, harassment, and retaliation.

For more information related to Pregnancy and Parenting Support, please visit the following resources: [Office of Equity Compliance Resources](#), [Student Affairs Resources](#) (students), and [Human Resources Support](#) (employees).

Providence College will take specific actions to promptly and effectively prevent allegations of sex-based discrimination, harassment, and retaliation to ensure equal access to all Providence College programs and/or activities once the College and/or Coordinator is put on Notice. Upon Notice, the Coordinator and/or designee will consult with the appropriate individual to determine related requests based on individualized needs.

A. REPORTING ALLEGATIONS OF DISCRIMINATION, HARASSMENT, OR RETALIATION

Consistent with the College's Mandatory Reporting Policy, all Providence College employees who become aware of any allegations related to discrimination, harassment, and/or retaliation regarding pregnancy or any related condition are required to provide the name and related contact information to the Coordinator immediately, or at a minimum within 24 hours, although there are some limited exceptions, to ensure the Coordinator can take steps to support the individual, educate them on the College's prohibition against sex discrimination, and ensure the individual has equal access to educational programs and activities.

Any individual who believes they have encountered discrimination, harassment, or retaliation on the basis of sex is encouraged to report to the Office of Equity Compliance, [here](#).

Allegations of discrimination, harassment, and/or retaliation that arise under this Policy will be assessed and addressed pursuant to the Policy and Procedures as outlined in the College's Anti-Discrimination, Harassment, Retaliation, and Title IX Policy and Procedures, found [here](#). Unionized employees are subject to the terms of their agreements/employees' rights to the extent those agreements do not conflict with federal or state compliance obligations.

VII. REASONABLE MODIFICATIONS AND ACCOMMODATIONS FOR PREGNANCY AND RELATED CONDITIONS

The Coordinator can assist with coordinating reasonable modifications to ensure employees and students (including prospective employees and students) have equal access to PC's programs and activities.

To the extent consistent with the actions specified in this Policy and other related College policies, the College will treat pregnancy or related conditions in the same manner, and under the same policies, as any other temporary medical condition. Nothing in the Policy shall abridge the

rights afforded to students or employees under federal, state, or local laws; including applicants and employees affected by pregnancy or related conditions.

A. PROCESS FOR REASONABLE MODIFICATIONS AND ACCOMMODATIONS

Upon Notice, the Office of Equity Compliance will coordinate with the Office of Human Resources (employees), Student Success Center (student academic support/accommodations), and/ or Dean of Students (non-academic student support/accommodations) to assist in coordinating reasonable modifications and accommodations to ensure employees and students have equal access to PC's programs and activities. In determining whether a requested modification or accommodation creates an undue hardship on the college, the appropriate college personnel and individual requesting the modification/accommodation will engage in an interactive process to consider the range of accommodation requests. As part of this process, the College will consider, on a case-by-case basis, whether such a request is unduly costly, extensive, substantial, or disruptive, and/or whether it would fundamentally alter the nature of PC's operations. Any modification or accommodation that would fundamentally alter the nature of PC's education programs and/or activities does not constitute a reasonable modification. An accommodation that would fundamentally alter the nature of the essential functions of a position may not constitute a reasonable accommodation.

An individual has discretion to accept or decline each reasonable modification or accommodation offered by PC. The College will work with the respective offices and personnel to implement each reasonable modification or accommodation accepted by the student or employee. Reasonable modifications or accommodations may include, but are not limited to breaks during class/work to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions; including eating, drinking, or using the restroom, additional break time; parking accommodations, intermittent absences to attend medical appointments; changes in schedule or course sequence; flexible hours; extensions of time for coursework and rescheduling of tests and examinations; allowance to sit or stand, or carry or keep water nearby; modifications to uniforms/safety apparel; elevator access; leave or time off for recovery; or other exceptions to policies, practices, or procedures in consultation with the office overseeing such policy, practice, or procedure.

PC does not engage in prohibited discrimination when it allows a student or employee, based on pregnancy or related conditions, to voluntarily participate in a separate portion of its education programs and/or activities, and will ensure that the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions.

A qualified student, employee or applicant (employment or admission) with known pregnancy or related conditions may seek reasonable accommodations by completing the [Pregnancy and Related Conditions Accommodation Request Form](#), or contacting the Assistant Vice President for Equity Compliance, Simone Tubman, stubman@providence.edu, the Dean of Student Office

(students), deanofstudents@providence.edu, the Director of Benefits (employees), Margaret Card, mcard1@providence.edu, the Senior Associate Vice President for Athletics, Jill LaPoint (student athletes), jlapoint@providence.edu, or the Office of Admissions (student admission applicants), pcadmiss@providence.edu.

B. LACTATION PRIVACY ROOMS

Providence College provides students and employees with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others.

Lactation spaces are located in the following locations:

- Science Complex, room 209
- Arthur F. and Patricia Ryan Center for Business Studies, room 258*
- Mondor Center for Nursing and Health Sciences, room 258

Requests for reservations for the lactation space in the Ryan Center for Business Studies can be made contacting Human Resources, hr@providence.edu, or the Office of Equity Compliance, equitycompliance@providence.edu.

Employees and students can also express in their own private offices or residence hall rooms, so long as these spaces are private (shielded from view of co-workers, roommates, or any individual) and lockable (free from intrusion/ unauthorized access by co-workers, roommates, or any individual). Please note that a bathroom and/or bathroom stall shall not serve as a lactation space.

C. LEAVES OF ABSENCE

a. STUDENTS

To the extent possible, Providence College will take reasonable steps to ensure that students who take a leave of absence or medical leave return to the same position of academic progress that they were in when they took leave, including access to the same or an equivalent course catalog that was in place when the leave began.

Students are permitted to take a voluntary leave of absence for a reasonable time as deemed medically necessary by their healthcare provider because of pregnancy and/or the birth, adoption, or placement of a child. The leave term may be extended in the case of extenuating circumstances or medical necessity. While registered under that status, students who choose to take a leave of absence under this policy can elect to keep their health insurance coverage. Any requested leave extension beyond what has been deemed medically necessary would be considered a personal leave of absence as explained [here](#).

Continuation of students' scholarships, fellowships, or similar College-sponsored funding during the leave term will depend on student registration status and the policies of the funding program regarding registration status. Students will not be

negatively impacted by or forfeit their future eligibility for their scholarship, fellowship, or similar College-supported funding by exercising their rights under this policy.

b. EMPLOYEES

Information on employment leave can be found in the Family and Medical Leave Act-FMLA Policy found, [here](#).

If an employee, including a student-employee, is not eligible for leave under the aforementioned leave policy because they either (1) do not have enough leave time available, or they (2) have not been employed long enough to qualify for leave under that respective 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, as determined by the Coordinator in conjunction with the respective Human Resources designee (employees).

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.

VIII. PREGNANT AND PARENTING STUDENT AND EMPLOYEE HOUSING

Providence College affirms its commitment to supporting pregnant students and employees.

A. STUDENTS

A pregnant student's housing status in any Providence College-owned or controlled residence hall or residential property will not be altered due to pregnancy or any related conditions, unless a change is requested by the student. However, Providence College does not offer housing accommodations for children in any College-owned or controlled residence hall or residential property for students.

The College will work to provide resources and support to any students looking to navigate housing support for parenting students and families. Any resources or support related to student housing can be addressed by completing the [Pregnancy and Related Conditions Accommodation Request Form](#).

B. EMPLOYEES

Employees residing in Providence College-owned or controlled residential property may remain at their assigned residence throughout pregnancy and beyond, in accordance with the terms of their housing agreement.

VI. RELATED POLICIES

- [Family Educational Rights and Privacy Act \(FERPA\) Guidelines](#)
- [Notice of Non-Discrimination](#)
- [Family and Medical Leave Act- FMLA](#)
- [Anti-Discrimination, Harassment, Retaliation, and Title IX Policy and Procedures](#)
- [Leave of Absence Policy](#)
- [Mandatory Reporter Policy](#)

VII. POLICY REVISIONS

The Office of Equity Compliance reviews and updates these policies and procedures regularly and reserves the right to make changes to this document as necessary and in compliance with state, federal, local laws or regulations, and College policy.