



Title: Procedures for Pregnancy or Related Conditions
Applies to: Students and Employees
Source: Office of Institutional Equity
Date: Effective August 1, 2024

INTRODUCTION

The Title IX Final Rule of the Education Amendments, as issued by the U.S. Department of Education, effective August 1, 2024, and the University of Colorado Colorado Springs (“UCCS” or “University”), prohibit discrimination on the basis of sex, which includes past, current, or potential pregnancy or related conditions. Retaliation is also prohibited.

“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.*

The Office of Institutional Equity (OIE) supports all accommodations for pregnancy or related conditions, and administers the Applicable Policies:

- **University of Colorado Protected Class Nondiscrimination Policy (CU APS 5065)**, online at [APS 5065 - Protected Class Nondiscrimination | University of Colorado \(cu.edu\)](#)
- **University of Colorado Sexual Misconduct, Intimate Partner Abuse and Stalking Policy (CU APS 5014)**, online at <https://www.cu.edu/oie/aps/5014>

The Associate Vice Chancellor of Institutional Equity/Title IX Coordinator is responsible for coordinating actions to prevent discrimination and ensure equal access to the University’s educational and employment activities for students and employees, including student employees, when they experience pregnancy or related conditions:

Laura Emmot (She/her/hers)
Associate Vice Chancellor of Institutional Equity/Title IX Coordinator
Direct Contact: 719-255-3725 lemmot@uccs.edu
Office: 719-255-4324 equity@uccs.edu _
Website: <https://equity.uccs.edu/>

Anyone may report, and *employees are required* to report potential violations of these Procedures, the Applicable Policies, and retaliation directly to the OIE.

Additionally, federal law requires employees to provide the Title IX Coordinator's contact information to students who disclose pregnancy or related conditions.

I. PROCEDURES

A. Academic or Employment Accommodations for pregnancy or related conditions (Students and Employees)

1. The University does not require any student or employee to reveal pregnancy or pregnancy-related conditions. Students and employees are encouraged to reveal pregnancy, nursing status, and pregnancy-related conditions voluntarily, in order for the University to provide optimal support to the student.
2. The University will assist students and employees who are pregnant, or experiencing one or more related conditions with planning for their continued educational or employment activities, and returning to the educational or employment environment.
3. The University will assist students and employees who are pregnant or experiencing one or more related conditions, in the same manner that such assistance is provided to other students or employees with medical conditions; including, but not limited to, written certification by a physician for fitness to return to the educational or employment environment.
4. The University will excuse medically necessary absences from educational or employment activities due to pregnancy or related conditions.
5. The University will not terminate or reduce a student's financial aid due to the student's pregnancy or related condition. Students are encouraged to contact the Office of Financial Aid with any questions regarding the terms of their financial aid. 719-255-3460 finaidse@uccs.edu.
6. The University will not permit the use of any written or verbal contract that requires a student or employee not to get pregnant or become a parent as a condition of participating in educational or employment activities.
7. The University will provide reasonable break time for a student or employee to express breast milk or breastfeed as needed and ensure access to a lactation space, which must be a space other than a bathroom that is clean, shielded from view, free from intrusion from others.

The UCCS Planning, Design, and Construction web page includes a map that shows lactation spaces available across campus: [Lactation Map](#).

B. Students

1. Students may be required to produce documentation in accordance with University policy and procedure. Students may request accommodations due to pregnancy, or related conditions from:

Ida Dilwood, Director
[Office of Disability Services](#)
719-255-3354

For questions related to student employment:

Shannon Cable, Director
[Student Employment \(uccs.edu\)](#)
719-255-3454

2. Students may take leave for pregnancy or related conditions. At the end of that leave, students are encouraged to contact their academic advisor to review their academic plan, and revise as needed, in an effort to return to the same academic and extracurricular status as before the leave began. Alternatives that are reasonable and responsive should be offered to the returning student to make up missed work, such as retaking a semester, taking part in an online course credit recovery program, and/or allowing the student additional time in a program to continue at the same pace and finish at a later date.
3. Students may take advantage of University health benefits for pregnancy or related conditions, including medical and mental health services, to the same degree that students who experience other medical conditions are provided these benefits, and will not require students to produce a written physician's certification of fitness in order to participate in educational or employment activities unless the same requirements to obtain a doctor's note applies to all students being treated by a doctor.

C. Employees

1. Employees may be required to produce documentation in accordance with University policy and procedure. Employees may request accommodations due to pregnancy, or related conditions from:

Kaley Espindola
Deputy Chief Human Resources Officer/ADA Coordinator
[Human Resources](#)
719-255-3372

2. The University will treat pregnancy or related conditions as any other temporary medical conditions for all job-related purposes, including

commencement, duration and extensions of leave; payment of disability income; accrual of seniority and any other benefit or service; and reinstatement; and under any fringe benefit offered to employees by virtue of employment.

3. The University will treat pregnancy or related conditions as a justification for a voluntary leave of absence without pay for a reasonable period of time, at the conclusion of which the employee shall be reinstated to the status held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

II. RELATED POLICIES and RESOURCES

A. Other Policies

- [Regent Law Article 10: Nondiscrimination](#)
- [Lactation Space, CU APS 3005](#)
- [UCCS Lactation Policy 100-021](#)

B. Other Resources

Student medical, mental health, and other services:

- [Gallogly Recreation and Wellness Center \(uccs.edu\)](#)
- [Office of the Dean of Students](#)

Employee services:

- [Current Employee Resources | Human Resources \(uccs.edu\)](#)

Civil Rights:

- [Colorado Civil Rights Division](#)
- [U.S. Department of Education, Office for Civil Rights \(OCR\)](#)