

<b>Volume G1:</b> Governance	<b>G1.9</b> <b>Pregnancy Modifications</b>	<b>Responsible Office:</b> Legal Affairs and General Counsel
<b>Chapter:</b>		<b>Responsible Officer:</b> Title IX Coordinator
<b>Effective Date:</b> 07/01/2024 <b>Last Revised:</b>		

## POLICY STATEMENT

Northeastern Illinois University (the “University”) is committed to providing all students and employees with the opportunity to pursue and attain their individual goals as it relates to the University’s admissions, employment, and educational programs or activities. This commitment includes the University’s students and employees who are pregnant, parenting, or experiencing pregnancy related conditions. The University prohibits differential treatment or discrimination against students and employees based on the student or employees current, potential, or past parental, family, marital status, or pregnancy or related condition.

## PURPOSE OF THE POLICY

The purpose of this policy is to make plain the options and requirements for students experiencing pregnancy or pregnancy related conditions which may affect their academic involvement.

## WHO IS AFFECTED BY THIS POLICY

University students and employees who are pregnant or who have recently given birth.

## DEFINITIONS

“Pregnancy or related conditions” means:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

“Parental Status” means a person who is a biological parent; adoptive parent; stepparent; foster parent; legal custodian or guardian; in loco parentis with respect to a person; or a person who is actively seeking custody, guardianship, visitation, or adoption of a person.

## REGULATIONS

[2024 Title IX Regulations](#)  
[PUMP Act](#)

### I. STUDENT PREGNANCY DISCLOSURE

If a University employee is informed of a student’s pregnancy or related condition by a student, or by a person who has a legal right to act on behalf of the student, the employee must provide the student or the student’s representative with the Title IX Coordinator’s contact information for further assistance.

Contact information for the University's Title IX Coordinator is as follows:

Christine Taylor (she/her)  
Interim Title IX Coordinator  
Northeastern Illinois University  
5500 North St. Louis Ave | Room C 216  
Chicago, IL 60625  
(414) 978-5634  
titleix@neiu.edu

Katherine Tierney (she/her)  
Deputy Title IX Coordinator  
Northeastern Illinois University  
5500 North St. Louis Ave | Room C 216  
Chicago, IL 60625  
(312) 526-1568  
titleix@neiu.edu

The employee will also inform the student or the student's representative that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the University's education programs or activities. However, the choice to declare a student's pregnancy is voluntary, and pregnant people are not required to disclose this information to the University.

The University will not require students to submit supporting documentation for the above items, unless the documentation is necessary and reasonable for the University to determine the reasonable modifications to make, or whether to take additional, specific actions. Situations where supporting documentation is not necessary may include, but are not limited to, when the student's need for a specific action is obvious, such as when a student who is pregnant needs a bigger uniform; when the student has previously provided the University with sufficient supporting documentation; when the reasonable modification at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom; when the student has lactation needs; or when the requested action is available to other students for reasons other than pregnancy or related conditions and such students are not required to submit supporting documentation.

Additionally, the University will not require a student who is pregnant or has a related condition to provide certification from a healthcare provider or any other person that the student is physically able to participate in the University's class, program, or extracurricular activity unless:

- The certified level of physical ability or health is necessary for the student's participation in the class, program, or extracurricular activity;
- The University requires such certification of all students participating in the class, program, or extracurricular activity; and
- The information obtained is not used as a basis for discrimination.

## II. OPTIONS AFTER STUDENT PREGNANCY DISCLOSURE

Once a student has voluntarily disclosed a pregnancy or related condition to the University, the student has the following options:

### Continue in the Program

- If a student decides to continue in the program and desires to have any modifications to the University's education programs and activities due to the pregnancy or related condition, the student must contact the Title IX Coordinator to discuss any reasonable modifications that may be necessary for the student to continue in the program. Such modifications, if any, are discussed in Section V below, and will be documented in the form in Addendum A which will be signed by both the student and a University representative.
- The University will also allow a student to voluntarily access any separate and comparable portion of the University's education program or activity.

### Voluntary Leave of Absence

- Students have the option to take a leave of absence due to pregnancy or related condition. However, such a leave of absence is not required. Should a student choose to take a leave of absence, a student is permitted to do so based on the medical recommendation of the student's licensed healthcare provider.
- A leave of absence due to pregnancy or related condition may be for various amounts of time depending on a student's particular circumstances and the period deemed medically necessary by the student's



licensed healthcare provider. Such a leave may be extended if deemed medically necessary by the student's licensed healthcare provider.

- Students are encouraged to communicate with faculty and supervisors regarding plans for leave to ensure a smooth return to campus.
- International students must contact their international advisor immediately, as a leave could require the student to leave the country.
- When a student returns from a leave of absence, the student will be reinstated to the same academic status and, where applicable, extracurricular status, that the student held prior to their leave of absence. This includes the opportunity to make up any work the student missed while on leave.
- If taking a leave of absence due to a pregnancy or related condition, the Education Plan in Addendum B will be discussed and signed by the student and a University representative.

#### Withdraw from the University

- The student may, in their sole discretion, determine that they must withdraw from the University for an indefinite period or permanently due to their pregnancy or related condition. Existing University withdrawal procedures, and readmission procedures (if applicable) apply.

### **III. REASONABLE MODIFICATIONS FOR STUDENTS**

The University will treat pregnancy or related conditions, or temporary disability resulting from pregnancy or related conditions, consistent with the University's policy on temporary medical conditions.

Reasonable modifications for pregnancy or related conditions will be provided to students based on their individualized needs. Such reasonable modifications will be identified through an interactive process with the student; however, a modification is not reasonable if it fundamentally alters the nature of the University's education program or activity.

Reasonable modifications may include, but are not limited to:

- Breaks during class to attend to any necessary medical or lactation needs
- Access to online education
- Excused absences to attend medical appointments
- Schedule or course changes
- Test rescheduling
- Time extensions for coursework
- Counseling
- Physical space or supply changes
- Elevator access
- Other appropriate policy, practice, or procedure modifications

Students may accept or decline each reasonable modification offered by the University.

### **IV. LACTATION STATIONS AND INFORMATION**

The University provides lactation stations at each campus and location for breastfeeding students and employees. Main Campus room B183, marked by a star on the map in Appendix C; El Centro room 121; and Carruthers Center (CCICS) room 102B are specifically designated for lactation.

These spaces provide a private, clean area where students and employees are shielded from view and free from intrusion. The University will also allow reasonable break time for employees to express breast milk or breastfeed as needed.



## PROCEDURES

### I. STUDENT PREGNANCY DISCLOSURE

After being notified by a student or the student's representative of the student's pregnancy or related condition, the Title IX Coordinator will do the following:

- Inform the student about the University's prohibition on sex discrimination, including sex-based harassment.
- Provide the student with the option of reasonable modifications due to the student's pregnancy or related conditions.
- Allow the student voluntary access to any separate and comparable portion of the University's education programs or activities.
- Allow the student a voluntary leave of absence for medical reasons and reinstatement for the student upon return from leave.

Identify for the student a private, clean space for lactation that is a space other than a bathroom and is shielded from view and free from intrusion from others.

## GUIDELINES

### I. STUDENT PREGNANCY DISCLOSURE

A student who is, or becomes, pregnant or has a related condition is strongly encouraged to notify the Title IX Coordinator as soon as possible. By doing so, the student and the Title IX Coordinator can collaborate and develop an appropriate plan for the continuation of the student's education in light of the unique nature of the University's programs and requirements, as well as particular challenges the student may face while pregnant or while experiencing a pregnancy related condition.

### II. QUESTIONS OR CONCERNS

A student who has questions about this policy or who is concerned about its implementation should contact the Title IX Coordinator using the contact information listed in Section I. of this policy or in the Contact Information section below. Employees with questions about the policy or concerns about its implementation should contact HR at: (773) 442-5200 or [hr-office@neiu.edu](mailto:hr-office@neiu.edu).

## AUTHOR REFERENCE

Title IX Regulations as modified July 2024  
11/14/2024 added lactation locations at all campuses and locations

## HISTORY

07/31/2024 – policy drafted

## RELATED POLICIES AND OTHER INFORMATIONAL MATERIAL

Appendix A – Continuation in Program After Disclosing Pregnancy  
Appendix B – Education Plan for Pregnancy Leave  
Appendix C – Lactation Stations (map)



## CONTACT INFORMATION

Please direct questions or concerns about this policy to:

Contact	Phone	E-Mail
Title IX Coordinator	(312) 526-1568	titleix@niu.edu

## DISCLAIMER

The University reserves the right to modify or amend sections of this policy at any time at its sole discretion. This policy remains in effect until such time as the Responsible Officer calls for review. Requests for exception to any portion of this policy, but not to the policy statement, must be presented in writing to the Responsible Officer.



**Appendix A**  
**Continuation in Program after Disclosing Pregnancy**

**I. Acknowledgements**

By signing this form, \_\_\_\_\_ (“Student”) acknowledges the following:

- Student has voluntarily disclosed their pregnancy to Northeastern Illinois University (the “University”) and intends to continue pursuing their degree in the University’s \_\_\_\_\_ .
- Student understands there are other options available, including taking a leave of absence.
- Student understands there are potential risks to them and/or their fetus by continuing in the \_\_\_\_\_ . The University has advised Student to consult with their doctor to discuss these potential risks.
- Student assumes all responsibility related to these risks and any resulting losses or costs, including medical treatment and costs thereof.

**II. Adjustments to Program**

In this section, describe any modifications that have been discussed and will be implemented based on the student’s pregnancy or related condition. Note if there have been no modifications implemented at the time of signature.

A.

B.

C. Student may request additional modifications at any time by contacting

\_\_\_\_\_

**The University and Student do hereby agree to the above.**

\_\_\_\_\_  
Student signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
University Official signature                      Title  
Northeastern Illinois University

\_\_\_\_\_  
Date

\_\_\_\_\_  
University Official Name (printed)



**Appendix B**  
**Education Plan for Pregnancy Leave**

Northeastern Illinois University (the "University") and \_\_\_\_\_ ("Student") have agreed to the following conditions related to Student's leave of absence related to their pregnancy or related condition. Student's leave of absence is scheduled to begin on \_\_\_\_\_ and Student is anticipating a return to school \_\_\_\_\_. Student and the University acknowledge that Student may take a longer leave if it is deemed medically necessary by Student's doctor, and the parties agree to meet and discuss this Education Plan if that occurs.

**I. Academics** *Note where Student currently stands academically, what modifications to the Student's courses/degree track will be necessary because of the leave of absence, what classes the Student will be enrolled in upon return, etc., below.*

**II. Financial Aid/Scholarships** *Note current financial aid/scholarship/funding situation and any implications from taking leave, below.*

**III. Additional Matters** *Note any additional matters that are relevant to a particular situation, including any logistical considerations for a student's readmission following a leave, below.*

- A. Student agrees to contact \_\_\_\_\_ days | weeks | months in advance of Student's return to the University in order to ensure a smooth transition back to school.
- B. Student will not be required to pay any application or readmission fees related to Student's readmission to the institution.

**The University and Student do hereby agree to the above.**

\_\_\_\_\_  
Student signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
University Official signature  
Northeastern Illinois University

Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
University Official Name (print)



### Appendix C Lactation Station Map – Main Campus

