



Student Pregnancy and Related Conditions Policy

Revised: August 11, 2026

Revised Date: February 10, 2025

Effective Date: August 1, 2024

This document sets forth Saybrook University's policy and procedures on pregnancy and related conditions in accordance with Title IX of the Education Amendments of 1972 (Title IX) and section 66281.7 of the California Education Code. This policy ensures the protection and equal treatment of pregnant students with pregnancy-related conditions and parenting students.

Questions about Title IX, Education Code section 66281.7 and this Policy may be directed to:

Title IX Coordinator:

Shaniece McGill

Vice Provost of Student Life and Dean of Students

saybrooktitleix@saybrook.edu

626.316.5342

Students may also direct questions about Title IX, Education Code section 66281.7 and the Campus SaVE Act to:

saybrooktitleix@saybrook.edu

626.316.5342

Community members may also direct questions about Title IX to:

United States Department of Education Office of Civil Rights (OCR)

Customer Service Hotline: 800-421-3481

TDD#: 877-521-2172

Website: www.ed.gov/ocr

E-mail: ocr@ed.gov

400 Maryland Avenue SW, Washington, DC 20202-1100

Policy Statement

Saybrook does not discriminate in its education programs or activities on the basis of current, potential, or past pregnancy and related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX) and the California Education Code. As set forth in the Anti-Discrimination, Anti-Harassment, and Prohibited Retaliation Policy, Saybrook prohibits discrimination, harassment, and retaliation against students who are parenting, pregnant or have pregnancy-related conditions. This Policy and its pregnancy-related protections apply to all pregnant students, regardless of gender identity or expression.

Saybrook prohibits Board members, faculty and staff from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, differently on the basis of current, potential, or past parental status. Saybrook employees shall never (a) require a student to take a leave of absence or withdraw from a program solely due to pregnancy or pregnancy-related conditions, nor (b) limit a student's studies solely due to pregnancy or pregnancy-related conditions.

The Policy applies to all aspects of Saybrook's programs for students including admissions.

Any reference to obligations in this Policy assigned to a particular title, such as Title IX Coordinator, may be delegated as appropriate by Saybrook, including to external professionals.

Definitions

- Parental Status: the status of a person who, with respect to another person who is under the age of 18, is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person, including those who qualify as a caregiver pursuant to Family Code section 6552's affidavit procedures while enrolled at Saybrook.
- Pregnancy or related conditions means "pregnancy, childbirth, termination of pregnancy, or lactation"; medical conditions related to pregnancy, childbirth, termination of pregnancy, and lactation, or recovery therefrom.
- Academic Modifications: Individualized modifications to Saybrook's policies, practices, or procedures that do not fundamentally alter Saybrook's education program or activity.

Reporting

Any Saybrook employee who becomes aware of a student's pregnancy or related condition should provide the student with the Title IX Coordinator's contact information and communicate that the coordinator can provide academic modifications and can take action to prevent discrimination and ensure equal access to Saybrook's education program and activity.

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

Academic Modifications for Students

Students who are pregnant or are experiencing pregnancy-related conditions or who have a birth partner who is pregnant are entitled to Academic Modifications to prevent sex discrimination and ensure equal access to Saybrook's education program and activity. Any student seeking Academic Modifications must contact the Title IX Coordinator to discuss appropriate and available Academic Modifications based on their individual needs. Students are encouraged to request Academic Modifications via the Pregnancy and Related Conditions Academic Modifications Request Form as promptly as possible, although retroactive modifications may be available in some circumstances. Academic Modifications are voluntary, and a student can accept or decline the offered Academic Modifications. Not all Academic Modifications are appropriate for all contexts. Information about a student's requests for modifications will be shared with faculty and staff only to the extent necessary to provide Academic Modifications.

Reasonable modification may include, but are not limited to:

- Breaks during class or synchronous learning experiences to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Excusing intermittent absences for medical appointments
- Accessible seating at in-person learning experiences
- Changes in schedule or course sequence
- Time extensions for coursework and exams
- Rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Allowing time off from school under Saybrook's Leave of Absence or Temporary Withdrawal Policy and providing for completion of a course or a portion of a course.
- Other changes to policies, practices, or procedures determined by the Title IX Coordinator

Please note that absence from class, in-person learning experiences, or missing coursework deadlines due to childcare restrictions are not accommodated under this policy.

Time Off from School and Preservation of Academic Standing

Continuation of a student's scholarship, fellowship, or similar Saybrook-sponsored funding during time off from school will depend on the student's registration status and the policies of the funding program regarding registration status. A student will not be negatively impacted by or forfeit their future eligibility for a scholarship, fellowship, or similar school-supported funding by exercising their rights under this Policy.

If needed, the Title IX Coordinator will assist a student in connection with financial aid for financial aid-related questions.

A. Birthing Parent

Exams and Extensions: A student who chooses to take time off from school (e.g., leave of absence [LOA], withdrawal due to pregnancy or a recent birth) is eligible for a period of time off consistent with Saybrook's policies to prepare for and take preliminary and qualifying examinations, and an extension of at least 12 months toward normative time to degree unless a longer extension is medically necessary.

Academic Standing: A student who chooses to take time off from school due to pregnancy or a recent birth will be returned to the same academic program and academic standing following an academic leave period consistent with Saybrook's policies, unless a longer extension is medically necessary.

B. Non-Birthing Parent

Exams and Extensions: A student who is not the birth parent who chooses to take time off from school (e.g., leave of absence [LOA], withdrawal) because of the birth of the student's child is eligible for a period of time off consistent with Saybrook's policies to prepare for and take preliminary and qualifying examinations, and an extension of at least one month toward normative time to degree unless a longer period or extension is medically necessary to care for the birthing parent or their child.

Academic Standing: A student who is not the birth parent and who chooses to take time off from school because of the birth of the student's child will be returned to the same program and academic standing following a leave period consistent with Saybrook's policies, unless a longer extension is medically necessary for the birthing parent and/or child.

In situations such as practicum, internship, and group work, Saybrook will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves or leaves of absences under this policy are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave. Students are encouraged to work with their faculty members and Saybrook's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementation as needed.

Supporting documentation for Academic Modifications will only be required when necessary and reasonable under the circumstances to determine which Academic Modifications to offer and other specific actions to take to ensure equal access.

Temporary Disabilities

Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for Reasonable Modifications just like any other student with a temporary disability.

Student Employees

A student employee may be entitled to the protections of the Family and Medical Leave Act, if eligible, and/or the Pregnancy Discrimination Act, an amendment to Title VII of the Civil Rights Act of 1964. Human Resources will assist in determining appropriate support for a student employee as related to their work assignment. Student employees should contact Human Resources at saybrookhumanresources@saybrook.edu for more information.

Retaliation and Harassment

Harassment of or retaliation against a student based on pregnancy and related conditions is prohibited. Saybrook's employees are prohibited from interfering with a student's right to take time off, seek and use Academic Modifications, or otherwise exercise their rights under this Policy. Saybrook's employees are prohibited from retaliating against students for exercising the rights articulated by this Policy, including imposing or threatening to impose negative educational outcomes because students take time off, request or use Academic Modifications, file a complaint, or otherwise exercise their rights under this Policy. A student complaint about harassment or retaliation related to pregnancy and related conditions should refer to the Student Policy on Anti-Discrimination, Anti-Harassment and Prohibited Retaliation.

Lactation Space Access

Saybrook 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 space is located at:

Wellness Room, Room Number E131

45 W. Eureka Street

Pasadena, CA 91101

To make a reservation send an email to the poccsshr@pacificoaks.edu with date and time.

For lactation space at in-person learning experiences, contact Shaniece McGill, Vice Provost of Student Life and Dean of Students/Title IX Coordinator, at saybrooktitleix@saybrook.edu.

Policy Dissemination and Training

A copy of this Policy will be made available on the Saybrook website. Saybrook will inform new students about this Policy and the location of this Policy as part of orientation. The Student Affairs office will make educational materials available to all members of Saybrook's community to promote compliance with this Policy and familiarity with its procedures.

