



Pregnancy, Childbirth, Lactation, and Related Medical Conditions Policy (Students)

February 23, 2024

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Nothing in this policy is intended to create or define the terms of a contract between Northwest Nazarene University and any student or other individual or entity. The University reserves the right to alter, amend, or deviate from the provisions in this policy at any time, with or without notice to the University community.

I. Purpose

Northwest Nazarene University (the “University”) is dedicated to providing equal access to its education programs and activities for all students and to fostering a community that welcomes and supports pregnant and parenting students. This policy outlines the University’s commitment to comply with applicable Federal law, including Title IX of the Education Amendments of 1972 and any other applicable law and establishes the University’s intent to protect students against unlawful discrimination based on pregnancy, childbirth, or recovery from any of these conditions. The policy also describes reasonable accommodations and resources that may be available to pregnant and parenting students.

While the University expects community members to abide by the provisions of the University’s [Lifestyle Commitment](#) relating to sexual purity and marriage, the University is committed to supporting students who are pregnant or new parents, including the mother and, as appropriate, the father, regardless of their circumstances. The University expects all community members to treat students who are pregnant or new parents with Christian love, dignity, and respect in all situations.

II. Scope

This policy applies to individuals seeking admission or currently admitted and to students enrolled at the University (collectively referred to as “students”). This policy applies to pregnancy, childbirth, medical conditions relating to pregnancy, lactation, and recovery from any of these conditions. Generally, recovery from childbirth will be presumed to include the six (6) weeks following childbirth. However, recovery time will be extended when deemed medically necessary by a student’s medical provider. Recovery time from other conditions will be determined based on the time deemed medically necessary by a student’s medical provider.

III. Nondiscrimination, Harassment, & Retaliation

In accordance with Title IX and other applicable Federal and state laws, the University does not unlawfully discriminate against any student or exclude any student from its education program or activity on the basis of sex, which includes a student’s pregnancy, childbirth, or recovery from any of these conditions in its education programs and activities. Additionally, in accordance with Title IX, the University will not apply any rule concerning a student’s actual or potential parental, family, or marital status which treats students differently on the basis of sex.

The University will not tolerate discrimination or harassment on the basis of sex, including on the basis of pregnancy, childbirth, or recovery from any of these conditions, in its community and will promptly and equitably respond to reports of discrimination and harassment. The University also prohibits retaliation against any individuals for reporting discrimination or harassment prohibited by this policy or for exercising or attempting to exercise a right under this policy. Reports of discrimination, harassment, or retaliation should be made to the Title IX Coordinator at TitleIX@nnu.edu. Any member of the University community can make a report. Reports of discrimination, harassment, or retaliation will be handled according to the applicable grievance procedures outlined in the University's [Student Grievance Process](#) or [Title IX Sexual Misconduct Policy](#), as is appropriate based on the allegations in the report.

As a faith-based institution, the University is exempted from certain laws and regulations concerning discrimination. The University maintains the right, with regard to its Lifestyle Commitment, employment, and other matters, to uphold and apply its religious beliefs related to, among other issues, marriage, sex (gender), gender identity, sexual orientation, and sexual activity.

IV. Reasonable Accommodations

As appropriate, the University will provide reasonable accommodations to students that are needed because of pregnancy, childbirth, medical conditions relating to pregnancy, lactation, or recovery from any of these conditions, provided that such reasonable accommodations do not fundamentally alter the University's education program or activity. The University will treat pregnancy, childbirth, medical conditions relating to pregnancy, lactation, and recovery from any of these conditions in the same manner as it treats other temporary disabilities or medical conditions. A student in need of a reasonable accommodation on the basis of one of these conditions should contact the Title IX Coordinator at TitleIX@nnu.edu. The Title IX Coordinator will work with the student and faculty to identify and implement appropriate reasonable accommodations that help provide the student with equal access to the University's education program or activity and do not fundamentally alter the education program or activity. In any situation where an agreement regarding an accommodation cannot be reached, the Title IX Coordinator has the discretion to determine whether a particular requested accommodation is reasonable and will be provided. The University may require documentation from a student's medical provider before offering or providing a reasonable accommodation. While not exhaustive, the following sub-sections provide additional information about reasonable accommodations that may be available.

a. Absences and Missed Coursework

Course absences due to pregnancy, childbirth, medical conditions relating to pregnancy, lactation, and recovery from any of these conditions may be excused. However, depending on the length of the absence and the area of instruction (e.g., courses with lab requirements, clinical rotations, etc.), it may not be feasible, even with reasonable accommodations, for a student to complete a particular course at a particular time. The University may limit excused absences to those deemed medically necessary by the student's medical provider and may require

documentation from a student's medical provider confirming the necessity of the absence(s). When the student returns to the University, to the extent possible, the University will reinstate the student to the status the student held when the absence began. As discussed under the "Certification to Participate" section below, a student may need to provide the University with certification from the student's medical provider prior to returning to an academic or extracurricular program or activity.

The University will allow students to make up coursework that was missed as a result of an absence due to pregnancy, childbirth, medical conditions relating to pregnancy, lactation, and recovery from any of these conditions. The method and timing for making up missed course work may depend on the nature of a particular course or activity. For example, courses with lab work or clinical rotations may need to be made up by taking or retaking part or all of a course during a subsequent semester.

Students are responsible for contacting faculty members to notify them of their intent to miss class or to be on a leave due to pregnancy, childbirth, medical conditions relating to pregnancy, lactation, and recovery from any of these conditions. In the event that prior notice is not possible due to an emergency, students are responsible for contacting faculty as soon as possible after the fact. Students should work with faculty to determine how they will make up any work that was missed during the absence.

Faculty are responsible for ensuring that all students have equal access to the University's education programs and activities. This includes, where appropriate, making reasonable accommodations for students to make up any missed coursework, fieldwork, and any points or credits that are based on course attendance or participation. When appropriate, faculty may assign different coursework to replace coursework, fieldwork, or attendance/participation points that were missed. Notwithstanding the foregoing, nothing in this policy is intended to fundamentally alter course requirements or other aspects of the education program or activity.

b. Remote Learning

When appropriate, remote learning may be a reasonable accommodation that is needed due to pregnancy, childbirth, medical conditions relating to pregnancy, lactation, or recovery from any of these conditions. The availability of remote learning as an accommodation will be based on the nature of the course, the availability of needed technology, and the needs of the student. Generally, remote learning will be provided as a reasonable accommodation only for a limited period of time based on medical necessity. Notwithstanding the foregoing, nothing in this policy is intended to fundamentally alter course requirements or other aspects of the education program or activity.

c. Physical Accommodations

Physical accommodations, such as more comfortable seating, a larger desk, elevator access, more frequent breaks during class time or fieldwork to use the restroom or rest, etc., may also be made available for students as needed due to pregnancy, childbirth, medical conditions relating to

pregnancy, lactation, or recovery from any of these conditions, provided that such accommodations do not fundamentally alter an education program or activity.

d. Lactation Accommodations

Reasonable accommodations are available for lactating students. A private room has been designated as a Mother's Nursing Room in Leah Peterson Learning Commons, Room 114, for students to breastfeed or express breastmilk. Students in need of an alternative location should contact the Title IX Coordinator at TitleIX@nnu.edu.

If possible, students are encouraged to breastfeed or express breastmilk between classes or outside of instruction time, in order to minimize disruption to the student's learning. In cases where that is not possible and a student must miss class or field work to breastfeed or express breastmilk, such absence will be excused, the student will not be penalized for the time missed, and the student will be provided an opportunity to make up any time or work missed during the absence, provided that such accommodations do not fundamentally alter an education program or activity. Students should work with faculty to determine how they will make up any time or work that was missed during the absence. For more information, see the "Absences and Missed Coursework" section above.

e. Accommodations for Pregnancy-Related Disabilities

Reasonable accommodations may also be available for students with a pregnancy-related disability. Students with a pregnancy-related disability are encouraged to contact the Center for Academic Success & Advising (CASA) at 208-467-8780 or disabilityservices@nnu.edu. More information regarding disability support can be found [here](#). To the extent possible, the Title IX Coordinator and CASA will work together to provide reasonable accommodations to students with a pregnancy-related disability.

f. Other Reasonable Accommodations

The descriptions of accommodations above are not an exhaustive list of accommodations available from the University. Reasonable accommodations may also be available in the areas of housing, financial aid, changes to test dates, extensions of deadlines, and many other aspects of the University's education programs and activities, provided that the accommodations do not fundamentally alter an education program or activity. Students are encouraged to identify and request reasonable accommodations that are not discussed in this policy. The availability and reasonableness of a requested accommodation will be determined on a case-by-case basis, regardless of whether they are specifically mentioned in this policy. The Title IX Coordinator will work with the student and faculty to identify and implement appropriate reasonable accommodations that help provide the student with equal access to the University's education program or activity and do not fundamentally alter the education program or activity.

g. Assistance for Other Expectant and New Parents

While most provisions in this policy apply to expectant or new birth mothers, assistance and adjustments may be available for expectant or new parents other than birth mothers, such as expectant or new fathers and expectant or new adoptive or foster parents, as appropriate. Students in need of assistance or adjustments because they are an expectant or new father or expectant or new adoptive or foster parent should contact the Title IX Coordinator at TitleIX@nnu.edu. Additionally, resources available to all expectant and new parents are described in the “Resources” section below.

V. Leave of Absence

Students may take a leave of absence due to pregnancy, childbirth, medical conditions relating to pregnancy, lactation, or recovery from any of these conditions for so long a period of time as is deemed medically necessary by the student’s medical provider. At the conclusion of such leave of absence, to the extent possible, the student will be reinstated to the status the student held when the leave began. Notwithstanding the foregoing, nothing in this policy is intended to fundamentally alter course requirements or other aspects of the education program or activity.

VI. Certification to Participate

Depending on the nature of the course, fieldwork, extracurricular activity, or other education program or activity in which a student is involved, the University may require the student to obtain written certification from the student’s medical provider that the student is physically able to continue or resume participation. Such certification will only be required in situations where the University requires certification from other students with other physical conditions requiring the attention of a medical provider.

VII. University Employment

If a student is also employed by the University, the student should review the University’s Staff Policy Manual and contact the Office of Human Resources regarding any pregnancy-related questions or concerns pertaining to the student’s employment.

VIII. Resources

The University is committed to supporting students who are expecting or new parents, including mothers and, as applicable, fathers. Several resources are available on and off campus. Students can contact the Title IX Coordinator at TitleIX@nnu.edu for more information regarding resources.

a. On-Campus Resources

- **University Medical Clinic**
Brick House
823 E Amity Ave.

Phone: 802-467-8428
Email: healthservices@nnu.edu

- **NNU Wellness Center**

518 E. Dewey Ave.
Nampa, ID 83686
(Next to College Church)
Website: nnu.edu/academics/student-support/academic-resources/wellness-center/
Phone: 208-467-8466
Email: wellnesscenter@nnu.edu

- **University Chaplains**

Grant Miller
Conrad Student Commons, Room 136
Phone: 208-467-8665
Email: gtmiller@nnu.edu

Ashley Gage
Conrad Student Commons, Room 134
Phone: 208-467-8636
Email: agage@nnu.edu

- **Center for Academic Success & Advising (CASA)**

Leah Peterson Learning Commons
Webpage: nnu.edu/academics/student-support/academic-resources/academic-success-advising/
Phone: 208-467-8463
Email: CASA@nnu.edu

- **Student Residential Housing**

Kylee Ball
Associate Vice President for Student Life
Conrad Student Commons, Room 133
Phone: 208-467-8311
Email: kyleeball@nnu.edu

- **Office of Financial Aid**

Emerson Administration, Lower Level, Room 1B
Phone: 208-467-8638
Email: financialaid@nnu.edu

b. Off-Campus Resources

- **Lifeline Pregnancy Resource Center**

1323 12th Ave. So

Nampa, ID 83651

Website: lifelinepcc.org/

Phone: 208-466-4000

Text: 208-615-1063

Confidential, cost-free services include: prenatal classes, parenting education, maternity and infant supplies, medical referrals, low income housing resources and referrals, childcare resources, and other supportive resources.

IX. Contact Information

To make a report of discrimination, harassment, or retaliation, to request reasonable accommodations, or to ask questions regarding this policy, please contact:

Sheila Bryant

Title IX Coordinator

Emerson Administration Room 208

208-467-8062

titleix@nnu.edu

sheilabryant@nnu.edu