



Pregnancy and Parenting Policy

Purpose

Point Loma 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, regardless of their marital status¹. 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 modifications and resources that may be available to pregnant and parenting students.

Notice of Nondiscrimination and Anti-Harassment related to Pregnancy and Parenting

In accordance with Title IX and other applicable Federal and state laws, the University does not discriminate against any student or exclude any student from their education program or activity on the basis of a student’s pregnancy, childbirth, or recovery from any of these conditions in its education programs and activities². Additionally, the University does not discriminate against any student or exclude any student from their education program or activity on the basis of a students’ parenting status.

The University will not tolerate discrimination or harassment on the basis of pregnancy, childbirth, recovery from any of these conditions, or their parenting status 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.

¹ Unmarried students will not be referred to a Student Conduct process when seeking academic and program modifications for pregnancy, childbirth, or recovery from any of these conditions.

² As a faith-based institution, the University is exempted from certain laws and regulations concerning discrimination.

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

Title IX Coordinator

Nicholson Commons 326A

pointloma.edu/title-ix

titleix@pointloma.edu

619-849-2313

Online Reporting Form: [Bias Incident Online Report](#)

Pregnancy, Childbirth, and Related Medical Conditions Policy

I. Scope

This policy applies to individuals seeking admission or currently admitted and to students enrolled at the University (collectively referred to as “students”) during the course of their studies, including online and on campus classes. Employees, including student employees, should consult Human Resources for information on modifications during their work hours. This policy applies to pregnancy, childbirth, medical conditions relating to pregnancy 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.

II. Reasonable Modifications

As appropriate, the University will offer reasonable modifications to students that are needed because of pregnancy, childbirth, medical conditions relating to pregnancy or recovery from any of these conditions, provided that such reasonable modifications do not fundamentally alter the University's education program or activity. The student can accept or decline each reasonable modification. A student in need of reasonable modifications on the basis of one of these conditions should work directly with their faculty members to identify and implement the necessary modifications. In any situation where an agreement regarding a modification cannot be reached, the Title IX Coordinator has the discretion to determine whether a particular requested modification is reasonable and will be provided. The University may require documentation from a student's medical provider when necessary to determine the appropriate modification. While not exhaustive, the following subsections provide additional information about reasonable modifications that may be available.

A. Absences and Alternative Instruction

Course absences due to pregnancy, childbirth, medical conditions relating to pregnancy and recovery from any of these conditions may be allowed and alternative instruction will be provided. 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 modifications, for a student to complete a particular course at a particular time without being in attendance. In these circumstances, if applicable, the faculty may consider offering an "Incomplete" until the student can return to the coursework. 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 semester³.

Students are responsible for contacting faculty members in advance of their intent to miss class due to pregnancy, childbirth, medical conditions relating to pregnancy, 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 also work with faculty to determine how they will make up any work that was missed during the absence. In cases where the student is unable to return to the course, the student may request a backdated withdrawal from the Title IX office⁴.

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 modifications 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.

³Some academic programs operate on a specific class schedule rotation, which may impact the anticipated graduation date or delay the completion of certain coursework if a student needs to take or retake courses in subsequent semesters.

⁴ The Title IX office will collaborate with Student Financial Services to review this request as in some circumstances there would be negative financial repercussions for the student when backdating a withdrawal.

B. Extended Deadlines

Faculty may offer extended deadlines on coursework as a reasonable modification as long as it does not impose an undue hardship on the operation of the program, and not fundamentally alter the academic and technical programming standards.

Students are responsible for contacting faculty members to request extended deadlines due to pregnancy, childbirth, medical conditions relating to pregnancy, 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.

C. Physical Modifications

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

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 Educational Access Center (EAC) at 619-849-2533 at eac@pointloma.edu. More information regarding support can be found [HERE](#). To the extent possible, the Title IX Coordinator and the EAC will work together to provide reasonable accommodations to students with a pregnancy-related disability.

F. Other Reasonable Modifications

The descriptions of modifications listed above are NOT an exhaustive list of modifications available from the University. Reasonable modifications may also be available in the areas of housing, financial aid, changes to test dates, and many other aspects of the University's education programs and activities, provided that the modifications do not fundamentally alter an education program or activity. Students are encouraged to identify and request reasonable modifications that are not discussed in this policy. The availability and reasonableness of a requested modification 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 modifications 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.

III. Voluntary Leave of Absence

Students may take a leave of absence due to pregnancy, childbirth, medical conditions relating to pregnancy, or recovery from any of these conditions for as long of 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. Students in Traditional Undergraduate programs should contact the Student Care Office (StudentCare@pointloma.edu) to request a leave of absence. Students in Hybrid or Online Undergraduate Programs and Graduate Programs should contact their Student Success Counselor or Program Director.

Lactation Policy

I. 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 students who need to express milk during the course of their studies, including online and on campus classes. This policy is intended only to apply to students while they are not performing paid work for the University. Employees, including student employees, should consult Human Resources for information on lactation modifications during their work hours.

II. Reasonable Modifications

As appropriate, the University will offer reasonable modifications to students that are needed because of lactation and medical conditions relating to lactation, provided that such reasonable modifications do not fundamentally alter the University’s education program or activity. The student can accept or decline each reasonable modification. A student in need of reasonable modifications on the basis of these conditions should work directly with their faculty members to identify and implement modifications that 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 modification cannot be reached, the Title IX Coordinator has the discretion to determine whether a particular requested modification is reasonable and will be provided. While not exhaustive, the following subsections provide additional information about reasonable modifications that may be available.

A. Lactation Breaks

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, students will be provided with class breaks/excused absences and exam modifications to permit them to meet their lactation-related needs. Instructors are prohibited from penalizing lactating students for their absence needed to express milk.

Students who must express breastmilk during a portion of their class period shall inform the faculty of their need and estimated time away from class as soon as possible. Faculty will provide reasonable modifications such as alternative instruction, opportunity to make up missed work, and adjusted exam schedules provided that such modifications do not fundamentally alter an education program or activity.

B. Access to Private Wellness Spaces:

The University provides access to the following private rooms:

- Main Point Loma Campus - Taylor Hall 303 & Lower Draper Hall:
 - TitleIX@pointloma.edu, 619-849-2922
- Mission Valley - Third Floor Lounge:
 - gpss@pointloma.edu, 619-563-2850
- Liberty Station
 - TitleIX@pointloma.edu, 619-849-2313
- Balboa - Room 193
 - TitleIX@pointloma.edu, 619-849-2313
- Bakersfield - Classroom # 7
 - soefrontdesk@pointloma.edu, 661-321-3480

Each room should be equipped with a table, a chair, electrical outlet, and access to running water in the room or nearby. Additionally, they should be clean, free from view and intrusion, and easily accessible. Please contact the Title IX Coordinator (TitleIX@pointloma.edu) if you are denied access to these rooms or if they do not meet these standards.

C. Absences and Alternative Instruction

Course absences due to medical conditions relating to lactation (such as Mastitis) may be allowed and alternative instruction provided. 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 modifications, for a student to complete a particular course at a particular time without being in attendance. In these circumstances, if applicable, the faculty may consider offering an “Incomplete” until the student can return to the coursework. 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 semester⁵.

Students are responsible for contacting faculty members to notify in advance of their intent to miss class. 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 also work with faculty to determine how they will make up any work that was missed during the absence. In cases where the

⁵ Some academic programs operate on a specific class schedule rotation, which may impact the anticipated graduation date or delay the completion of certain coursework if a student needs to take or retake courses in subsequent semesters.

student is unable to return to the course, the student may request a backdated withdrawal from the Title IX office⁶.

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 modifications 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.

D. Other Reasonable Modifications

The descriptions of modifications listed above are NOT an exhaustive list of modifications available from the University. Reasonable modifications may also be available in other areas provided that the modifications do not fundamentally alter an education program or activity. Students are encouraged to identify and request reasonable modifications that are not discussed in this policy. The availability and reasonableness of a requested modification 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 modifications 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.

⁶ The Title IX office will collaborate with Student Financial Services to review this request as in some circumstances there would be negative financial repercussions for the student when backdating a withdrawal.

Modifications for Non-Birthing Expectant and New Parents

I. Scope

This policy applies to individuals seeking admission or currently admitted and to students enrolled at the University (collectively referred to as “students”) during the course of their studies, including online and on campus classes. Employees, including student employees, should consult for information on other applicable policies. This policy applies to expectant parents and new parents other than birthing parents for the first six weeks after the arrival of the child⁷ so they can adjust to new parental responsibilities. This includes biological or adoptive parents, foster parents, and step-parents.

II. Reasonable Modifications

As appropriate, the University will offer reasonable modifications for expectant or new parents provided that such reasonable modifications do not fundamentally alter the University’s education program or activity. The student can accept or decline each reasonable modification. A student in need of modifications on the basis of being an expectant or new parent should work directly with faculty members to identify and implement reasonable modifications 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 modification cannot be reached, the Title IX Coordinator has the discretion to determine whether a particular requested modification is reasonable and will be provided. While not exhaustive, the following

⁷ The six week modification period begins on the date of the birth or when new parenting responsibilities begin.

subsections provide additional information about reasonable modifications that may be available.

A. Absences and Alternative Instruction

Course absences due to expectant parent related appointments or during the first six weeks of parenting responsibilities may be allowed and alternative instruction provided. 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 modifications, for a student to complete a particular course at a particular time without being in attendance. In these circumstances, if applicable, the faculty may consider offering an “Incomplete” until the student can return to the coursework. 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 semester⁸.

Students are responsible for contacting faculty members to notify in advance of their intent to miss class due to reasons related to being an expectant or new parent. 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 also work with faculty to determine how they will make up any work that was missed during the absence. In cases where the student is unable to return to the course, the student may request a backdated withdrawal from the Title IX office⁹.

⁸ Some academic programs operate on a specific class schedule rotation, which may impact the anticipated graduation date or delay the completion of certain coursework if a student needs to take or retake courses in subsequent semesters.

⁹ The Title IX office will collaborate with Student Financial Services to review this request as in some circumstances there would be negative financial repercussions for the student when backdating a withdrawal.

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 modifications 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. Extended Deadlines

Faculty may offer extended deadlines on coursework as a reasonable modification as long as it does not impose an undue hardship on the operation of the program, and not fundamentally alter the academic and technical programming standards.

Students are responsible for contacting faculty members to request extended deadlines due to reasons related to being an expectant or new parent. 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.

C. Other Reasonable Modifications

The descriptions of modifications listed above are NOT an exhaustive list of modifications available from the University. Reasonable modifications may also be available in other areas provided that the modifications do not fundamentally alter an education program or activity. Students are encouraged to identify and

request reasonable modifications that are not discussed in this policy. The availability and reasonableness of a requested modification 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 modifications 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.

D. Voluntary Leave of Absence

Students may take a leave of absence due to new parenting responsibilities. Notwithstanding the foregoing, nothing in this policy is intended to fundamentally alter course requirements or other aspects of the education program or activity. Students in Traditional Undergraduate programs should contact the Student Care Office (StudentCare@pointloma.edu) to request a leave of absence. Students in Hybrid or Online Undergraduate Programs and Graduate Programs should contact their Student Success Counselor or Program Director.

Frequently Asked Questions

1. Can I bring my child to class?
 - Parenting students will need to arrange for childcare for their class times as the University does not allow non-registered individuals to attend classes. For more information see the Catalog info under the "[Non-Registered Individuals](#)" section.
2. Can I choose to walk in a different ceremony for graduation due to the timing of becoming a parent?
 - In some cases, students may attend a graduation ceremony on an alternative date. Those questions should be directed to records@pointloma.edu (Traditional Undergraduate programs) or gpsregistration@pointloma.edu (Graduate Professional Studies programs).

3. What happens if my 6 weeks of parental modifications end during the transition period from one session to the next?
 - The modification period begins on the date of the child's arrival and ends six weeks after. Therefore, it is possible that the six weeks will be split between two sessions. If there is a break between sessions, the modification timeline (of six weeks) does not extend or change. Example: Baby is born on October 10th. The modification time frame would end on Thursday, November 21st and only apply to any coursework within that time frame.
4. My program requires fieldwork, practicums, or clinicals. Does this policy apply to those requirements?
 - Reasonable modifications can be made to fieldwork, practicums, and clinicals provided that such reasonable modifications do not fundamentally alter the University's education program or activity. In some cases, it may not be feasible, even with reasonable modifications, for a student to complete a particular course at a particular time without being in attendance. Students should consult with their program director and the Title IX Coordinator to see what modifications can be made.
5. The University is clear that they expect students to abstain from sex outside of marriage. If I become pregnant but am not married, will I be placed into a student conduct process?
 - The University Pregnancy and Parenting policy applies to all students. Unmarried pregnant students will not be referred to the student conduct office.
6. Can a pregnant student enrolled in the traditional undergraduate program live in the residence halls?
 - Pregnant students are permitted to live in the residence halls but should consult with their medical provider for guidance on communal living. However, please note that children are not permitted in the residence halls.