



THE GEORGIA INSTITUTE OF TECHNOLOGY PREGNANCY AND RELATED CONDITIONS PROCEDURE FOR STUDENTS

1. Non-Discrimination Statement

The Georgia Institute of Technology (“Georgia Tech”) does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). Georgia Tech prohibits members of the Institute community from applying any rule or taking any action which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of sex. This procedure and its pregnancy-related protections apply to all pregnant students.¹

2. Definitions

- **Familial Status.** The configuration of one’s family or one’s role in a family.
- **Marital Status.** The state of being married or unmarried.
- **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.²
- **Pregnancy and Related Conditions.** Pregnancy, childbirth, false pregnancy, termination of pregnancy, or lactation, medical conditions related thereto, or recovery therefrom.
- **Reasonable Modifications.** Individualized modifications to Georgia Tech’s policies, practices, or procedures to prevent discrimination on the basis of pregnancy or a related condition and that do not fundamentally alter Georgia Tech’s education program or activity.

¹ For more information on pregnancy and related conditions protections for employees please visit <https://eoc.gatech.edu/employee-accommodations>

² Or a person who is 18 or older but who is incapable of self-care because of a mental or physical disability.

3. Information Sharing Requirements

Any Georgia Tech employee who becomes aware of a student's pregnancy or related condition is encouraged to provide the student with the Title IX Coordinator's contact information and explain that the Coordinator can help take specific actions to prevent discrimination and ensure equal access to Georgia Tech's education program and activity.

Upon notification of a student's pregnancy or related condition, the Title IX Coordinator³ will contact the student and inform the student of Georgia Tech's obligations to prohibit sex discrimination on the basis of pregnancy or related conditions. Additionally, the Title IX Coordinator will inform the student of Georgia Tech's ability to:

- Provide Reasonable Modifications
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity
- Allow a voluntary leave of absence while minimizing any related penalties
- Allow continued participation in all programs and activities, including athletics
- Ensure lactation space availability

When a student is experiencing pregnancy-related conditions, the Title IX Coordinator will notify the student that Georgia Tech will treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes. The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

4. Reasonable Modifications

Students who are pregnant or are experiencing related conditions may request Reasonable Modifications to ensure equal access to Georgia Tech's education program and activity and to prevent sex discrimination. Any student seeking Reasonable Modifications must contact the Title IX Coordinator to discuss appropriate and available Reasonable Modifications based on the pregnant student's individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible. Retroactive modifications may be available in limited circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the Reasonable Modifications offered. Not all Reasonable Modifications are appropriate for all contexts.

Reasonable Modifications may include:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom

³ Anywhere this procedure indicates "Title IX Coordinator," Georgia Tech may substitute a trained designee.

- Intermittent absences to attend medical appointments
- Access to online or homebound education, where available
- Changes in schedule or course sequence, where available
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- A larger uniform or other required clothing or equipment
- Other reasonable changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as performances, labs, and group work, the institution 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 are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave. The Title IX Coordinator will work with students, their faculty members, and Georgia Tech'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.

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

Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to implement the Reasonable Modification.

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 accommodations just like any other student with a temporary disability. The Title IX Coordinator may refer a student experiencing pregnancy-related conditions to the [Office of Disability Services](#) to ensure the student receives reasonable accommodations for their temporary disability as required by law.

5. Certification to Participate

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student may not be required to provide healthcare provider or other certification that the student is physically able to participate in the program or activity, unless:

- 1) The certified level of physical ability or health is necessary for participation;

- 2) The institution requires such certification of all students participating; and
- 3) The information obtained is not used as a basis for pregnancy-related discrimination

6. Lactation Space Access

Georgia Tech 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. Restrooms will not be designated as appropriate lactation spaces.

Lactation spaces are located in several buildings on campus. For more information about accessing lactation spaces, please visit <https://eoc.gatech.edu/title-ix-sexual-misconduct/lactation-spaces#:~:text=Each%20lactation%20space%20offers%20a,access%20nearby%20to%20a%20sink.>

7. Leaves of Absence

Students are permitted to take a voluntary leave of absence for a reasonable time as deemed medically necessary by their healthcare provider because of pregnancy and/or the birth, adoption, or placement of a child. The leave term may be extended in the case of extenuating circumstances or medical necessity. Students who elect to take leave under this policy may register under an “on leave/inactive” status to continue their eligibility for certain benefits.

To the extent possible, Georgia Tech will take reasonable steps to ensure that students who take a leave of absence or medical leave return to the same position of academic progress that they were in when they took leave, without financial penalty, including access to the same or an equivalent course catalog that was in place when the leave began.

Continuation of students’ scholarships, fellowships, or similar Georgia Tech-sponsored funding during the leave term will depend on student registration status and the policies of the funding program regarding registration status. Students will not be negatively impacted by or forfeit their future eligibility for their scholarship, fellowship, or similar Georgia Tech-supported funding by exercising their rights under this policy.

The Office of Equal Opportunity, Compliance, and Conflict Management can and will advocate for students with respect to financial aid agencies and external scholarship providers in the event that a leave of absence places eligibility into question.

In order to initiate a leave of absence, the student must contact the Title IX Coordinator at least 30 calendar days prior to the initiation of leave, or as soon as practicable. The Coordinator will assist the student in completing any necessary paperwork.

8. Student Parents

Students with child caretaking/parenting responsibilities who wish to remain engaged in their coursework while adjusting their academic responsibilities because of the birth, adoption, or placement of a child may request an academic modification period during the first three months from the time the child entered the home. Extensions may be granted when additional time is required by medical necessity or extraordinary caretaking/parenting responsibilities.

During the modification period, the student's academic requirements will be adjusted and deadlines postponed as appropriate, in collaboration among the Office of Equal Opportunity, Compliance, and Conflict Management, the student's academic advisor, and the appropriate academic department(s).

Students seeking a period of modified academic responsibilities may consult with their academic advisor or with the Office of Equal Opportunity, Compliance, and Conflict Management to determine appropriate academic adjustment requests. The Office of Equal Opportunity, Compliance, and Conflict Management, will communicate all requests under this policy to students' academic advisors and coordinate adjustment-related efforts with the advisors unless the student specifically requests that their advisors be excluded.

Students are encouraged to work with their advisors and faculty members to reschedule course assignments, lab hours, examinations, or other requirements, and/or to reduce their overall course load, as appropriate, once authorization is received from the Office of Equal Opportunity, Compliance, and Conflict Management.

If, for any reason, caretaking/parenting students are not able to work with their advisors/faculty members to obtain appropriate modifications, students should alert the Office of Equal Opportunity, Compliance, and Conflict Management, as soon as possible, and the office will help facilitate needed accommodations and modifications.

In timed degree, certification, or credentialing programs, students who seek modifications upon the birth, adoption, or placement of their child will be allowed an extension of up to three months to prepare for and take preliminary and qualifying examinations, and an extension of up to three months toward normative time to degree while in candidacy, to the extent those deadlines are controlled by the Recipient. Longer extensions may be granted in extenuating circumstances. Students can request modified academic responsibilities under this policy regardless of whether they elect to take a leave of absence.

While receiving academic modifications, students will remain registered and retain benefits accordingly.

9. Policy Dissemination and Training

A copy of this procedure will be made available to faculty and employees and posted on the Georgia Tech website. Georgia Tech will alert all new students about this policy and the location of this policy as part of orientation. The Office of Equal Opportunity, Compliance, and Conflict Management will make educational materials available to all members of the Georgia Tech community to promote compliance with this policy and familiarity with its procedures.

10. Complaints

Students who wish to make a complaint regarding discrimination, harassment, or retaliation on the basis of current, potential, or past pregnancy or related conditions may do so by submitting a complaint form or contacting the Title IX Coordinator directly.

Title IX Coordinator
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500 10th Street, NW
Atlanta, GA 30318-0620
titleix@gatech.edu
404-385-5151
<https://eoc.gatech.edu/>