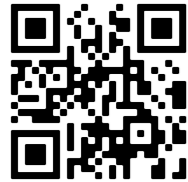


REQUEST ASSISTANCE & MODIFICATIONS

The Title IX Coordinator can take specific actions to prevent discrimination and ensure equal access to educational and job-related programs and activities.

If you would like to request a reasonable modification or discuss your rights and options, please email the EO/Title IX Office at titleixadmin@scu.edu or fill out the form below:



Email: titleixadmin@scu.edu
Call: (408)-551-3043
Walk-in: Loyola Hall Suite 140

A Note on Privacy and Confidentiality:

The EO/Title IX Office profoundly respects the need for privacy and discretion in the handling of all reports. Information will be shared with a limited number of individuals at the University responsible for stopping, addressing, and preventing discrimination.

RESOURCES & SUPPORT

Office of Equal Opportunity & Title IX
(408) 551-3043 // Loyola Hall, Suite 140

Students, faculty and staff may request support and assistance related to their pregnancy and parental status. Walk-ins welcome.

Human Resources
(408) 554-4392 // Loyola Hall

Office of Accessible Education
(408) 554-4109 // Benson 1

Office of Student Life
(408) 554-4583 // Benson 205

Student Health Services
(408) 554-4501 // Cowell Center

Student Wellness Center (Confidential)
(408) 554-4409 // 852 Market St. (across from Swig Hall)

Student Counseling & Psychological Services (Confidential)
Appts: (408) 554-4501 // Cowell Center
24/7 Mental Health Support: (408) 554-5220

Campus Ministry (Confidential)
(408) 554-4372 // Benson Center 105

YWCA Silicon Valley Child Care Centers
(408) 295-4011 Ext. 5016

California Civil Rights Department
(800) 884-1684

AFC Urgent Care
(408) 516-2233 // 594 El Camino Real, Santa Clara

Kaiser Permanente - Santa Clara Medical Center
(408) 851-1000 // 700 Lawrence Expy, Santa Clara

SANTA CLARA UNIVERSITY

PREGNANCY & PARENTING: STUDENTS AND EMPLOYEES



SCU IS COMMITTED TO MAINTAINING A NON-DISCRIMINATORY, SUPPORTIVE ENVIRONMENT FOR ALL PREGNANT AND PARENTING MEMBERS OF THE COMMUNITY.

This includes pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, and recovery.

REASONABLE MODIFICATIONS FOR STUDENTS

Reasonable modifications to an education program or activity may include, but are not limited to:

- Breaks during class to express milk, lactate, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom;
- Intermittent absences to attend medical appointments;
- Access to online or homebound education;
- Changes in schedule or course sequence;
- Extensions of time 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;
- Other changes to policies, practices, or procedures;
- Voluntary leaves of absence
- Voluntary access to separate and comparable portions of a program

Each reasonable modification will be based on the student's individualized needs following consultation with the student.

REASONABLE MODIFICATIONS FOR EMPLOYEES

Reasonable modifications to a work environment or activity may include, but are not limited to:

- Changes to physical space and/or work duties;
- Transfer you to a less strenuous or hazardous position (if one is available) or duties if medically necessary;
- Break time and use of a room or other location in close proximity to the employee's work area to express milk in private as set forth in the Labor Code;
- Accessible parking;
- Elevator access;
- Leaves of absence and reinstatement to the employee's pre-leave status or to a comparable position.

For additional information, please contact the EO/Title IX Coordinator. Each reasonable modification will be based on the employee's individualized needs following consultation with the employee.

Additional information about applicable policies can be found on the Human Resources webpage, including:

- SCU HR Pregnancy Disability Policy
- SCU HR Short Term Disability Policy

REPORTING DISCRIMINATION

If you believe you have experienced discrimination based on your actual or perceived pregnancy (or related conditions) or parental status, the University encourages you to make a report to the EO/Title IX Office:



Email: titleixadmin@scu.edu
Call: (408)-551-3043
Walk-in: Loyola Hall Suite 140

