



<b>Policy Title:</b>	<b>Pregnant or Parenting Individuals</b>
<b>Policy Number:</b>	UNIV-469
<b>Revision Date:</b>	September 2020
<b>Policies Superseded:</b>	PRES-120
<b>Policy Management Area(s):</b>	Title IX

**All complaints, notices, and/or allegations received by the University on or after Aug. 14, 2020, will be processed under this policy, UNIV-TIX 469 Pregnancy or Parenting Students (September 2020), regardless of the date of the occurrence.**

**SUMMARY:**

In order to maintain an environment in which the dignity and worth of all members of the University community are respected, it is the policy of Coastal Carolina University that sex-based discrimination of employees or students is prohibited. This prohibition extends to those individuals who are in a pregnancy or parenting status, as defined by this policy.

**POLICY:**

**I. PURPOSE**

Title VII of the Civil Rights Act of 1964, as amended, provides that it will be an unlawful discriminatory practice for any employer, because of the sex of any person, to discharge without just cause, to refuse to hire, or otherwise discriminate against any person with respect to any matter directly or indirectly related to employment.

Title IX of the Education Amendments of 1972, as amended, prohibits sexual discrimination in any educational program or activity receiving federal financial assistance. Coastal Carolina University receives such assistance.

The South Carolina State Human Affairs Law also prohibits discrimination on the basis of sex or on the basis of pregnancy, childbirth, or related medical condition.

The South Carolina Lactation Support Act requires that any employer, regardless of size, permit employees reasonable opportunities to express milk in a private place other than a toilet stall. Accordingly, the University will provide a private, clean, and reasonably accessible space for expression of milk.

Coastal Carolina University prohibits sexual harassment of employees or students. In addition,

willful false accusations of sexual harassment will not be tolerated and may be subject to disciplinary action under [FAST- 222 Disciplinary Action and Termination for Cause, the Code of Student Conduct, and the UNIV- 447 the Code of Ethical Conduct](#).

## II. DEFINITIONS

Pregnancy or parenting status- for the purpose of this policy, pregnancy or parenting status includes pregnancy, childbirth, termination of pregnancy, and/or recovery from any of these conditions or related medical conditions, including but not limited to lactation.

## III. NONDISCRIMINATION

This policy does not replace existing rules that apply to all students or employees equally. Any rules that apply to students Universitywide will also apply to pregnant or parenting students; any rules that apply to employees Universitywide will also apply to pregnant or parenting employees. The University may not prohibit participation in any educational program, including classes, employment, or extracurricular activities, based on, or apply any rule related to, a student or employee's parental, family, or marital status that treats students differently based on their sex. The University will make adjustments to the regular programs and or schedules, when necessary, so long as they are reasonable, responsive to the student or employee's pregnancy status, and consistent with course requirements and structure. If adjustments are an impossibility, alternative accommodations can be explored in conjunction with the faculty or the Office of Human Resources and Equal Opportunity.

The University will excuse absences resulting from pregnancy or childbirth for as long as the treating physician deems necessary. This rule overrides individual professor or supervisor's attendance policies that contradict the mandate of Title IX.

## IV. REPORTING DISCRIMINATION BASED ON PREGNANT OR PARENTING STATUS

Reports of alleged discrimination based on pregnancy or parenting status may be made by:

- A. Contacting the University's Title IX coordinator:  
843-349-2382  
[titleix@coastal.edu](mailto:titleix@coastal.edu)
- B. Contacting the Office of Human Resources and Equal Opportunity:  
843-349-2036  
[eeo@coastal.edu](mailto:eeo@coastal.edu)

#### IV. SANCTIONS/DISCIPLINARY ACTIONS

1. Persons found to be in violation of the University's Pregnancy or Parenting Policy will be subject to disciplinary action(s) under [FAST- 222](#), the [Code of Student Conduct](#), or the [Faculty Manual](#).
2. Willful false accusations will be subject to disciplinary action, which may result in sanctions under FAST- 222, the Code of Student Conduct, and the Faculty Manual.