All complaints, notices and/or allegations received by the University on or after Sept. 15, 2015, will be processed under this policy, UNIV-TIX 469 Pregnancy or Parenting Students (September 2015), 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 sexual harassment of employees or students is prohibited. Such conduct is a form of behavior that seriously undermines the atmosphere of trust essential to the academic environment, is unacceptable, and will not be tolerated.

POLICY:

I. LEGAL AUTHORITY

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.

Based on the above legal authority, 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-
II. DEFINITIONS

Pregnancy or Parenting Status - for the purpose of this policy, pregnancy or parenting status includes pregnancy, childbirth, termination of pregnancy, 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 campuswide will also apply to pregnant or parenting students; any rules that apply to employees campuswide 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 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. EMPLOYEES AND STUDENT WORKERS

A. The nursing parent is responsible for contacting their supervisor to request space and time for lactation. If the nursing parent is not comfortable requesting lactation accommodation from their supervisor, they may contact a benefits specialist in HREO. HREO will relay the initial request to the employee’s supervisor. HREO will not, however, be responsible for identifying a lactation room.

B. Supervisors are responsible for providing employed nursing parents with reasonable accommodations for breastfeeding or expression of milk. Such accommodations include securing a lactation room and providing reasonable
breaks. Supervisors who receive a lactation accommodation request directly or indirectly are expected to identify available space in their department/units and make efforts to provide appropriate nearby space and break time.

C. If an employee or student worker has comments, concerns, or questions, please contact a benefits specialist in HREO.

V. STUDENTS

Students seeking accommodation based on pregnancy or parenting status should contact the University’s Title IX coordinator.

Denise Perez
Kearns Hall 104B
843-349-2382
titleix@coastal.edu

VI. REPORTING DISCRIMINATION BASED ON PREGNANT OR PARENTING STATUS

Please see the Sexual Misconduct Policy for the Complaint Procedure.

VII. 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-HREO 222 Disciplinary Action and Termination for Cause, 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-HREO 222 Disciplinary Action and Termination for Cause, the Code of Student Conduct, and the Faculty Manual.