



Procedure Title Student Pregnancy or Related Conditions Anti-Discrimination and Reasonable Modifications Procedures

Procedure Number	2110.3-P
Category	Administration & Community Relations, Student
Applicability	College-wide
Responsible Office	Office of Legal Affairs, Chief Diversity Officer/Title IX Coordinator
Effective Date	October 21, 2024

I. Reason for Procedure

Consistent with the College’s [Equal Opportunity and Anti-Discrimination Policy](#), this Procedure outlines the process by which the College implements its policy prohibiting discrimination in its education programs and activities against students on the basis of *current, potential, or past* pregnancy or related conditions consistent with Title IX of the Educational Amendments of 1972 (Title IX) and the U.S. Department of Education’s current regulations implementing Title IX (also referred to within this procedure as the “[2024 Final Rule](#)”).

II. Scope and Applicability

This Procedure governs the processes necessary under Title IX and the 2024 Final Rule to prevent unlawful discrimination against students on the basis of current, potential, or past pregnancy or related conditions with respect to the College’s education programs and activities and applies college-wide.

III. Responsible Office/Executive

The Office of Legal Affairs and the Chief Diversity Officer/Title IX Coordinator have responsibility for the implementation and review of this Policy. Individuals with questions about this Policy should contact the Chief Diversity Officer/Title IX Coordinator for more information.

IV. Definitions

In addition to those definitions outlined in the College’s Equal Opportunity and Anti-Discrimination Policy, the following definitions shall apply for purposes of this Procedure:

Pregnancy or Related Conditions: “Pregnancy or related conditions” means:

- (1) Pregnancy, childbirth, termination of pregnancy, or lactation;
- (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- (3) Recovery from pregnancy, childbirth, termination of pregnancy, or related medical conditions.

Parental Status: “Parental status” means the status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability is:

- (1) A biological parent;
- (2) An adoptive parent;
- (3) A foster parent;
- (4) A stepparent;
- (5) A legal custodian or guardian;
- (6) In loco parentis with respect to such a person; or
- (7) Actively seeking legal custody, guardianship, visitation, or adoption of such a person.

Family Status: “Family status” is an inclusive term that is generally understood to refer to the configuration of one’s family or one’s role in a family.

Marital Status: “Marital status” is generally understood to refer to whether an individual is married or unmarried.

V. Procedures

A. Admissions

In determining whether an individual satisfies any policy or criterion for admission, or in making any offer of admission:

- Pregnancy or related conditions will be treated in the same manner and under the same policies and practices as any other temporary medical condition, including the provision of reasonable modifications to applicants with temporary medical conditions.
- Discrimination against any person on the basis of current, potential, or past pregnancy or related conditions, or adoption or implementation of any policy, practice, or procedure that so discriminates is prohibited.
- Adoption or implementation of any policy, practice, or procedure concerning the current, potential, or past parental, family, or marital status of a student or applicant that treats persons differently on the basis of sex is prohibited.
- Pre-admission inquiries as to the marital status of an application for admission, including whether an applicant is “Miss or Mrs.” are prohibited.

B. Employee Obligations upon Student Disclosure of Pregnancy or Related Condition

When the student or a person who has a legal right to act on behalf of the student informs *any* College employee of the student’s pregnancy or related conditions, either verbally or in writing, the College employee must promptly inform the student of the following:

- Contact information for the College’s Title IX Coordinator;
- That the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student’s equal access to the education program or activity.

An employee who reasonably believes that the Title IX Coordinator has already been notified is not required to provide the student with the information outlined above; if an employee is unaware

whether the Title IX Coordinator has already been notified, the employee remains responsible to provide the above information.

To ensure compliance with this requirement under the 2024 Final Rule, employees should provide the student (or person who has a legal right to act on behalf of the student) with a copy of the *Notice of Rights re: Student Pregnancy or Related Conditions under Title IX* included as Appendix A to this procedure, which contains all required information.

C. Actions to Prevent Discrimination and Ensure Equal Access

The College will take the following actions to promptly and effectively prevent sex discrimination and ensure equal access to the College's education program or activity once the student (or a person with the legal right to act on the student's behalf) notifies the Title IX Coordinator of the student's pregnancy or related conditions:

- The Title IX Coordinator, or their designee, will provide the student with a copy of the College's [Non-Discrimination Notice](#).
- The Title IX Coordinator, or their designee, will inform the student of the College's obligations related to pregnancy or related conditions, including:
 - Reasonable Modifications: The College will make reasonable modifications to College policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to the College's education program or activity, in accordance with the written procedures established for this purpose.
 - Voluntary Access to Separate and Comparable Portion of Program or Activity: The College will allow the student to voluntarily access any separate and comparable portion of the College's education program or activity.
 - Voluntary Leaves of Absence: The College will allow the student to voluntarily take a leave of absence from the College's education program or activity to cover, at a minimum, the period of time deemed medically necessary by the student's licensed healthcare provider and that when the student returns, the student will be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began.¹
 - Lactation Space Access: The student can access and use a lactation space (other than a bathroom) that is clean, shielded from view, free from intrusion from others, for expressing breast milk or breastfeeding as needed.
 - Limitation on Supporting Documentation: The College will not require supporting documentation to receive reasonable modifications unless the documentation is necessary to determine the reasonable modifications to make or whether to take additional specific actions.
 - Comparable Treatment to Other Temporary Medical Conditions: To the extent consistent with the specific actions taken to prevent discrimination and ensure equal access, the College will treat pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy the College administers,

¹ Reinstatement to the same status may not always be practicable. For example, reinstatement would not be feasible if an extracurricular activity ended prior to the student's return.

- operates, offers, or participates in with respect to students admitted to the College's education program or activity.
- Certification to Participate: The College will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the College's class, program, or extracurricular activity *unless* the certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity and such certification is required of all students participating in the class, program, or extracurricular activity. Any information obtained through such a certification will not be used as a basis for prohibited discrimination.
 - Prohibited Disclosures of Personally Identifiable Information: The College will not disclose personally identifiable information (PII) obtained in the course of applying this Procedure and meeting its obligations under Title IX, except as permitted by Title IX and the 2024 Final Rule.

The Title IX Coordinator retains ultimate oversight for ensuring compliance with these requirements. The Title IX Coordinator may delegate specific duties to a Deputy Title IX Coordinator, provided the work is coordinated with the oversight of the Title IX Coordinator and performed consistent with the requirements of this Procedure and the 2024 Final Rule.

1. Reasonable Modifications Process

Reasonable modifications to the College's policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to the College's education program or activity will be made in accordance with this Procedure.

How to Request a Reasonable Modification

To request a reasonable modification for pregnancy or related condition, the student must contact the College's [Title IX Coordinator](#) or one of the College's Deputy Title IX Coordinators:

- Title IX Coordinator:
 - [Christina Vargas](#), Chief Diversity Officer/Title IX Coordinator, 631-451-4950
- Deputy Title IX Coordinators:
 - [Dr. Dionne Walker Belgrave](#), Affirmative Action Officer, 631-451-4051
 - Campus Associate Deans of Student Affairs
 - Ammerman Campus: [Dr. Edward Martinez](#), 631-451-4716
 - Eastern Campus/Culinary Arts: [Dr. Mary Reese](#), 631-548-2514
 - Michael J. Grant Campus: [Dr. Meryl Rogers](#), 631-851-6521

Consultative Process with Student

Upon receipt of a request for a reasonable modification for pregnancy or related condition, the Title IX Coordinator or Deputy Title IX Coordinator will review the request and consult with the student as to the student's individualized needs. Each reasonable modification will be based on the student's individualized needs. Reasonable modifications are not retroactive.

Examples of Reasonable Modifications

Reasonable modifications may include, but are not limited to:

- 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;
- Intermittent absences to attend necessary medical appointments;
- Access to online education;
- Changes in schedule or course sequence (though these may not always be feasible);
- 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.

However, a modification that would fundamentally alter the nature of the education program or activity is not a reasonable modification. The example reasonable modifications outlined above may not be feasible in every situation. For example, modifications that completely waive requirements that demonstrate mastery of a particular field of study, that demonstrate academic competency such as clinical components or examinations, or that reduce or modify a student's duties in a required clinical course would generally not be provided.

Supporting Documentation

Supporting documentation to receive reasonable modifications will not be required unless the documentation is necessary and reasonable for the College to determine the reasonable modifications to make or whether to take additional specific actions. For example, supporting documentation is typically not necessary and would therefore not be required when:

- The student's need for reasonable modification is obvious, such as when a student who is pregnant needs a bigger uniform;
- The student has previously provided sufficient supporting documentation;
- The reasonable modification is allowing the student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom;
- The student has lactation needs;
- Or the specific action is available to students for reasons other than pregnancy or related conditions without submitting supporting documentation.

Documentation of Approved Reasonable Modifications

The student has discretion to accept or decline each reasonable modification offered by the College. If a student accepts an offered reasonable modification, the reasonable modification will be documented on an approved reasonable modification letter or similar written notification to be issued to the student and to the individual faculty member for the course in which the reasonable modifications have been approved. To protect student privacy, the reasonable modification letter will include the student name, course, and approved modifications for the individual course but will not identify the student's condition, including pregnancy; nor will the Title IX Coordinator or Deputy Title IX Coordinators identify the student's condition in discussion with the faculty member.

D. Grievance Procedures

Student complaints of pregnancy-related discrimination or complaints that actions required under this Procedure have not been appropriately taken may be submitted and will be addressed promptly and equitably in accordance with the College's Title IX Grievance Policy and Procedure for Addressing Complaints of Sex Discrimination, including Sex-Based Harassment.

VI. Related Documents

- Appendix A: Notice of Rights re: Student Pregnancy or Related Conditions under Title IX

VII. Cross-References

- [Equal Opportunity and Anti-Discrimination Policy](#)
- [Non-Discrimination Notice](#)
- [Title IX Webpage, including Title IX Grievance Policy and Procedure](#)

VIII. References

- Middle States Commission on Higher Education (MSCHE) [Standard II](#)
- Title IX of the Education Amendments of 1972
- 34 CFR Part 106 (Title IX implementing regulations and [2024 Final Rule](#))

IX. History / Revision Dates

Adoption Date: October 21, 2024 (President's Cabinet)



Appendix A

Notice of Rights re: Student Pregnancy or Related Conditions under Title IX

As a student at Suffolk County Community College, upon your notification to the College's Title IX Coordinator of your pregnancy or related condition(s), you have the following rights and the College will take the following actions to promptly and effectively prevent sex discrimination and ensure equal access to the College's education program or activity:

1. Reasonable Modifications

The College will make reasonable modifications to the College policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to the College's education program or activity, in accordance with the written procedures established for this purpose.

2. Voluntary Access to Separate and Comparable Portion of Program or Activity

The College will allow you to voluntarily access any separate and comparable portion of the College's education program or activity.

3. Voluntary Leave of Absence

The College will allow you to voluntarily take a leave of absence from the College's education program or activity to cover, at a minimum, the period of time deemed medically necessary by your licensed healthcare provider and that when you return, you will be reinstated to the academic status and, as practicable, to the extracurricular status that you held when the voluntary leave began.

4. Lactation Space Access

You can access and use a lactation space (other than a bathroom) that is clean, shielded from view, free from intrusion from others, for expressing breast milk or breastfeeding as needed.

5. Limitation on Supporting Documentation

The College will not require supporting documentation to receive reasonable modifications unless the documentation is necessary to determine the reasonable modifications to make or whether to take additional specific actions.

6. Comparable Treatment to Other Temporary Medical Conditions

To the extent consistent with the specific actions taken to prevent discrimination and ensure equal access, the College will treat pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy the College administers, operates, offers, or participates in with respect to students admitted to the College's education program or activity.

7. Limitations on Certification to Participate

The College will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the College’s class, program, or extracurricular activity *unless* the certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity and such certification is required of all students participating in the class, program, or extracurricular activity. Any information obtained through such a certification will not be used as a basis for prohibited discrimination.

8. Prohibited Disclosures of Personally Identifiable Information

The College will not disclose personally identifiable information (PII) obtained in the course of applying this Procedure and meeting its obligations under Title IX, except as permitted by Title IX and the 2024 Final Rule.

Please contact the College’s Title IX Coordinator or one of the Deputy Title IX Coordinators to request reasonable modifications or with any questions or requests related to the College’s Student Pregnancy or Related Conditions Anti-Discrimination and Reasonable Modifications Procedures:

College-wide Title IX Coordinator and Deputy Title IX Coordinator:

Christina Vargas Chief Diversity Officer/Title IX Coordinator Ammerman Campus, NFL Bldg., Suite 230 533 College Road, Selden, New York 11784 vargasc@sunysuffolk.edu (631) 451-4950	Dr. Dionne Walker-Belgrave Affirmative Action Officer/Deputy Title IX Coordinator Ammerman Campus, NFL Bldg., Suite 230 533 College Road, Selden, New York 11784 walkerd@sunysuffolk.edu (631)-451-4051
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Campus Associate Deans/Deputy Title IX Coordinators:

Eastern Campus and Culinary Arts & Hospitality Center Dr. Mary Reese Campus Associate Dean of Student Affairs Deputy Title IX Coordinator Peconic Building, Room 228E Riverhead, NY 11901 reesem@sunysuffolk.edu (631) 548-2515	Michael J. Grant Campus Dr. Meryl S. Rogers Campus Associate Dean of Student Affairs Deputy Title IX Coordinator Caumsett Hall room 106 Brentwood, NY 11717 rogersm@sunysuffolk.edu (631) 851-6521	Ammerman Campus Dr. Edward Martinez Campus Associate Dean of Student Affairs Deputy Title IX Coordinator Ammerman Building Room 200C Selden, NY 11784 martineze@sunysuffolk.edu (631) 451-4176
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