

Important Information For Students Who Are Pregnant and/or Have a Related Condition(s)

Johns Hopkins University provides support to students who are pregnant and/or have a related condition(s) so that they can maintain equal access to the University's education programs and activities. The University likewise prohibits discrimination and harassment based on sex, including based on pregnancy and related conditions, as stated in the [University's Equal Opportunity and Title IX Notice](#).

“Pregnancy or related conditions” includes the following:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, or lactation.

The University's Title IX Coordinator, Linda Boyd, is responsible for coordinating specific actions and modifications to ensure equal access and prevent discrimination and harassment, and can be contacted using the below information:

Linda M. Boyd, J.D.
TitleIXCoordinator@jhu.edu
(410) 516-8075

Below is important information about how the University supports students who are pregnant and/or have related conditions:

Reasonable Modifications

- The University provides *reasonable modifications* to its policies, practices and procedures based on a student's individualized needs. Some examples of potential reasonable modifications are:
 - Intermittent absences to attend medical appointments
 - Breaks during class to express milk or attend to other health needs associated with pregnancy or related conditions (e.g., eating, drinking, restroom breaks)
 - Changes in schedule or course sequence
 - Extensions of time for coursework
 - Rescheduling of exams and other deadlines
 - Changes in physical space or supplies (e.g., access to a larger desk or footrest)
 - Elevator access
 - Counseling services
- Reasonable modifications do not include modifications that would fundamentally alter the nature of the education program or activity.
- A student has discretion to accept or decline each reasonable modification offered by the University. If a student accepts a reasonable modification, the University will move forward with implementing that modification.

Voluntary Leaves of Absence

- Students are entitled to take a voluntary leave of absence from the University's education program or activity to cover, at a minimum, the period of time deemed medically necessary by the student's licensed healthcare provider.
- If students are qualified for additional leave (beyond what is medically necessary) under another leave policy, the student may choose to take this additional leave.
- When the student returns from a leave of absence, they will be reinstated to the academic status and, as practicable, the extracurricular status that the student held when the voluntary leave began.

Lactation Space

- Students will have access to a clean, private space for lactation.
- A list of lactation spaces is located here: <https://hr.jhu.edu/benefits-worklife/family-programs/new-expecting-parents/lactation-support/>
- You can register to use a lactation room here: <https://hr.jhu.edu/benefits-worklife/family-programs/new-expecting-parents/lactation-support/register/>

Documentation:

- Students will only be asked to submit documentation if necessary and reasonable to determine reasonable modifications, leaves of absence, etc.
- Documentation will not be required when the student's need for a specific action is obvious, such as the need for a larger desk or to take bathroom breaks.
- Certificates to participate generally will not be required.

Separate Programs:

- The University generally does not operate separate portions of its education programs or activities for students who are pregnant or have related conditions. In the event that this was available, a student's participation would be entirely voluntary.

NOTE: The University treats pregnancy and related conditions in the same manner and under the same policies as any other temporary medical conditions with respect to any medical/hospital benefit, service, plan, or policy that the University operates, administers, offers, or participates in with respect to students admitted to the University's education programs or activity, unless otherwise in conflict with applicable law.