



Revision Responsibility: Executive Director, Human Resources, and Vice President, Student Affairs

Responsible Executive Officer: Executive Director, Human Resources, and Vice President, Student Affairs

Source/Reference:

[TBR Policy 06.01.00.00 Sex Discrimination, Sexual Harassment or Sexual Misconduct](#)

[TBR Policy 06.00.00.00 Sex Discrimination and Sexual Harassment](#)

[TBR Policy 06.04.00.00 Pregnancy, Childbirth, and Related Medical Conditions \(Employees\)](#)

[TBR Guideline P-80 Discrimination & Harassment-Complaint & Investigation Procedure](#)

T.C.A. § 49-8-203

Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688

PURPOSE

Columbia State Community College prohibits discrimination against students because of sex, which includes discrimination on the basis of pregnancy. This policy is intended to comply with Title IX.

POLICY

I. Nondiscrimination in General

- A. Discrimination against any student, or the exclusion of any student from participation in any part of any Columbia State education program or activity, on the basis of a student's pregnancy is prohibited sex discrimination. "Pregnancy," as defined in this policy, includes, childbirth, and pregnancy-related conditions, including recovery.
- B. Columbia State's education programs and activities include, but are not limited to, classes, extracurricular activities, sports programs, internships, fellowships, clinical

experiences, and labs.

- C. When used in this policy, the term “Title IX Coordinator” includes a Deputy Title IX Coordinator or other designee.

II. Support for Pregnant Students

A. Reasonable Modifications

1. If a pregnant student wants to seek a reasonable modification or a leave of absence, she must disclose her pregnancy to the Title IX Coordinator and request modifications or a leave of absence. Whether to disclose a pregnancy is the student’s choice. Students are encouraged to contact the Title IX Coordinator as far in advance of the need for a modification or a leave as reasonable under the circumstances.
2. After a student discloses a pregnancy and requests assistance, and when necessary to ensure a pregnant student’s access to an education program or activity, the Title IX Coordinator shall engage in an interactive process with the student that is designed to enable the student to continue her education, or to take a leave of absence. The Title IX Coordinator will include faculty in the process, as modifications often require mutual cooperation between the student and faculty to develop and implement.
3. The interactive process will explore reasonable modification of Columbia State policies, practices, and procedures (both written and unwritten). Reasonable modifications must be based on a student’s individualized needs, determined after consulting with the student and engaging in an interactive process. Results of the interactive process will be documented in writing and may be revised if circumstances change.
4. As part of the interactive process, the student’s healthcare provider will need to identify dates on which the student’s absence is medically necessary and

other medically necessary restrictions.

5. Examples of reasonable modifications that may be reasonable under the circumstances include, but are not limited to, breaks for health-related needs; attending to the needs associated with pregnancy or related conditions, such as eating, drinking or using the restroom; intermittent absences for medical appointments or other health-related needs; access to remote or online options; change in course schedule or sequence; extensions of time for assignments; rescheduling tests and examinations; allowing a student to sit or stand or carry or keep water nearby; counseling; changes to the physical environment such as accessible seating or temporary elevator access; and other changes to policies, practices, and procedures. Inclusion of a potential modification in this policy does not mean that it would be a reasonable modification in all circumstances.
6. Faculty and staff must cooperate in any reasonable modifications authorized by the Columbia State, including, but not limited to, extensions of time for assignments, rescheduling tests, modifying class policy regarding absences, and allowing students to make up course work.
7. A reasonable modification does not include making a fundamental alteration to an education program or activity (a change that alters the essential elements of the program) or which creates an undue burden on the Columbia State or the rights of others. Before denying modification because of a fundamental alteration or undue burden, the Columbia State must seek legal advice from the Office of General Counsel.

B. Excused Absences and Medical Leaves of Absence.

1. Absences must be excused regardless of an individual faculty member's attendance policy if the absence is medically necessary, as determined by the

pregnant student's healthcare provider.

2. A student who is absent or excused from class is responsible for keeping up with information shared or expectations set during missed classes.
3. If any part of a student's grade is based on class attendance or participation, a student must be allowed to make up the attendance or participation for any time missed due to medically necessary absences for pregnancy, including after the student is no longer pregnant.
4. A student must be allowed to make up any work missed due to medically necessary absences for pregnancy, including deadlines missed because of pregnancy. Modifications to allow for making up work may include retaking a semester, switching to online studies, or providing additional time in a program. The Title IX Coordinator, student, and faculty will participate in determining what is reasonable under the circumstances.
5. If a student chooses to take a medical leave of absence, Columbia State must allow a voluntary leave of absence for the period of time deemed medically necessary by the student's licensed healthcare provider. Columbia State will not require a pregnant student to take a leave of absence.
6. Upon the conclusion of pregnancy-related medical leave of absence, Columbia State must allow the student to return to the same academic and extracurricular status as she had prior to the leave of absence.

III. Equal Treatment of Pregnant Students

- A. Columbia State shall treat students who are temporarily unable to participate in education programs due to pregnancy the same as non-pregnant students with other temporary medical conditions.
- B. Columbia State must provide pregnant students with any special services the Columbia



State provides to students with temporary medical conditions.

- C. Columbia State shall not require a pregnant student to provide medical certification that the student is physically able to participate in a class, program, or extracurricular activity unless the certified level of physical health or ability is necessary for participation in the class, program or extracurricular activity; Columbia State requires all students participating in the class or activity to provide such certification; and the information obtained is not used for a discriminatory purpose. Columbia State shall not require a student who has been hospitalized or has given birth to provide a medical certification of ability to return to Columbia State unless such a certificate is required of other students who have been hospitalized.
- D. Columbia State may provide pregnant students with information or instructions of any health risks of participating in an education program or activity, only if a description of those risks will also be provided to non-pregnant students.

IV. Other

- A. Neither harassment based on pregnancy nor retaliation because a person exercised rights provided by Title IX or this policy will be tolerated.
- B. Individuals may report violations of this policy to the Title IX Coordinator. An investigation, if appropriate will be conducted in accordance with [TBR Guideline P-80, Complaint and Investigation Procedure](#).

New policy, approved/accepted by Cabinet and signed by the President July 2026