



Rowan College of South Jersey

Policy: 7019
Title: **PREGNANT AND PARENTING STUDENTS AND EMPLOYEES**
Area: Human Resources
Approved: 06/20/23

Rowan College of South Jersey (“RCSJ”) is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 (Title IX), the Family and Medical Leave Act of 1993, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act (Section 504). Sex discrimination, which includes discrimination based on pregnancy, marital status, or parental status, and is illegal in admissions, educational programs and activities, leave policies, employment policies, and health insurance coverage. RCSJ hereby establishes a policy and associated procedures for ensuring the protection and equal treatment of pregnant individuals, persons with pregnancy-related conditions, and new parents.

Administrative procedures will be developed for implementation of this policy.

Rowan College of South Jersey Board of Trustees Policy Manual, *2001 Minors on Campus, 7011 Harassment and Discrimination, 7013 Sexual Misconduct and the Rights of Victims, 7019 Pregnant and Parenting Students and Employees, 7105 Lactation Room Accommodations, 7107 Leaves of Absence, and 8003 Anti-Bullying and Intimidation*

Rowan College of South Jersey Administrative Procedure, *2001 Minors on Campus, 7011 Harassment and Discrimination, 7013 Sexual Misconduct and the Rights of Victims, 7105 Lactation Room Accommodations, and 7107 Leaves of Absence*

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