



Pregnancy and Pregnancy-Related Discrimination Policy for Employees

1. Purpose

This policy provides the process for Saint Mary's University of Minnesota ("the university") to comply with state and federal laws prohibiting discrimination against pregnant women who may be employees at the university.

2. Policy Statement

2.1. The university is committed to maintaining a community where employees enjoy freedom from discrimination, including discrimination on the basis of pregnancy, childbirth, or related medical conditions.

2.2. The university will reasonably accommodate employees for pregnancy and pregnancy-related conditions, absent undue hardship for the university. It is unlawful and contrary to university policy to deny an employment opportunity or take adverse action against an employee because of pregnancy or a condition related to pregnancy, provided that the employee is capable of performing the essential functions of their position, with or without reasonable accommodation. Adverse action against employees who request or use reasonable accommodations is likewise prohibited

3. General Definitions

3.1. Pregnancy and Pregnancy-Related Conditions – pregnancy, childbirth, termination of pregnancy, lactation, any medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation, or recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related conditions. Examples of pregnancy-related conditions include: disorders directly related to pregnancy, such as preeclampsia (pregnancy-induced high blood pressure), placenta previa, gestational

diabetes, symptoms such as back pain, complications requiring bed rest, and the after-effects of a delivery, including postpartum depression.

3.2. Pregnancy Discrimination – Treating a woman affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected. It includes a failure to provide legally mandated leave or accommodations.

3.3. Reasonable Accommodations—Changes in workplace activities that enable a pregnant woman or woman with a pregnancy-related condition to continue to pursue her employment and enjoy equal benefits of the University.

3.4. Undue Burden/Hardship – Any accommodation, adjustment/auxiliary aid, or service that would result in a significant financial or administrative burden or expense constitutes an undue burden/hardship and is not considered a reasonable accommodation.

4. Procedure to Request Accommodations

4.1. Employees seeking reasonable accommodation under this policy should contact the human resources office. The university and the employee will engage in an interactive process to explore reasonable accommodations that would enable the employee to perform the essential functions of their job.

4.2. The University may request documentation from an appropriate health care provider or rehabilitation professional to support the need for an accommodation.

4.3. Employees are encouraged to request pregnancy-related reasonable accommodations in advance whenever possible, which may include, but are not limited to:

- Changes to protect the health and safety of the pregnant woman and/or her pregnancy (such as allowing the person to maintain a safe distance from hazardous substances);
- Changes to the physical environment (such as accessible seating);
- Allowing the person to eat or drink during University activities;
- Parking access and/or mobility support;
- Larger uniforms;
- Extra breaks during work activities to use the restroom; and/or

- Extension of probationary period for tenure-track faculty per university guidelines.
- Allowing breastfeeding employees reasonable time and space to express breast milk.

9.3. Employees or supervisors may also contact the Title IX Office to formalize an accommodation request or otherwise consult on accommodation plans.

Date	Action	Party Responsible
7-1-25	Adopted	Ann Merchlewitz