



Chaminade University

O F H O N O L U L U

Policy Concerning Student-Athletes with Pregnancy Related Conditions

Chaminade University of Honolulu Athletics Department is committed to the personal health and development of all our members, and to the Marianist educational mission of our school. We strive to provide an environment that respects all pregnancy and parenting decisions and urges all participants to work cooperatively toward degree completion. This Policy sets forth the protections that are provided for pregnant and parenting students, including those with pregnancy related conditions at Chaminade University of Honolulu.

Chaminade University prohibits retaliation against any student or employee who raises concerns about issues related to the enforcement of this Pregnancy Policy. The purpose of this Policy is to protect every Student-Athlete's physical and psychological health, and their ability to complete their education.

Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex, which includes the guarantee of equal educational opportunity to pregnant and parenting students. This means that our Student-Athletes cannot be discriminated against because of their parental or marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. In addition, a student's medical information may be protected by other federal laws. Some actions that may be permissible under NCAA rules are impermissible under federal law, and the University adheres to federal law.

Policy Concerning Student Athletes with Pregnancy Related Conditions

The University's Athletics Department will only require a pregnant or parenting Student-Athlete's physician to certify physical and emotional fitness as a condition for participating in athletics when such certification is required of Student-Athletes who experience other temporary disabilities. A pregnant or parenting Student-Athlete shall be allowed to fully participate on the team, including all team-related activities, unless the Student-Athlete's physician or other medical caregiver certifies that participation is not medically safe. Additionally, a pregnant Student-Athlete shall be allowed to continue to participate in a limited manner on the team, including all team-related activities, unless the Student-Athlete's physician or other medical caregiver certifies that partial participation is medically unsafe. Under this Policy, any medically necessary absences from team activities due to pregnancy shall be considered excused absences.

Hostile Environment Prohibited

This Policy prohibits harassment by any person that creates a hostile or intimidating environment for a Student-Athlete on the basis of pregnancy or parental status. Acts or statements that are hostile toward pregnancy or parenting, or that shun or shame the Student-

Athlete because she is pregnant or parenting will not be tolerated. Such conduct prevents an individual from effectively participating in, or denies a person the benefits of, the educational opportunities provided by this institution.

Athletics Scholarship, Leave, and Reinstatement

This Policy prohibits the termination or reduction a Student-Athlete's athletics aid based upon the Student-Athlete's pregnancy, marital or parental status during the term of the award. Students may take a medical pregnancy leave, and at the end of that leave they will be reinstated to the same status they had before the leave. Our Athletics Department will renew a pregnant, formerly pregnant, or parenting student athlete's award, so long as the Student-Athlete is in good standing academically, remains engaged with our athletics department and meets NCAA eligibility standards. However, returning students may be evaluated in the same manner as any other team member to determine their specific position on the team, such as a starter.

The University prohibits the use of any written or verbal contract that requires a Student-Athlete to not get pregnant or become a parent as a condition of receiving an athletics award. Any pregnant Student-Athlete and/or formerly pregnant students who wish to continue to participate in athletics are entitled to assistance and rehabilitation on the same basis as such assistance is provided to Student-Athletes with other temporary disabilities.

Assistance Provided to Student-Athletes with Pregnancy Related Conditions

The Athletics Department will assist the pregnant or parenting Student-Athlete plan for his or her continued academic progress, in accord with the University's educational mission. Assistance will be provided to the Student-Athlete so that the Student-Athlete may return to full participation with the team after pregnancy and during parenting, if the Student-Athlete so desires. To the extent possible, Athletics Department personnel will assist the Student-Athlete by referring him or her to pregnancy and parenting support resources that may be available to all students on and/or off campus.

This Policy will be made available to all Student-Athletes at the start of each season. This Policy will also be available to Student-Athletes and their families on the University's website. The Athletic Department will provide specific education on this Policy for all Student-Athletes and their families. The Athletic Director will regularly review Student-Athlete pregnancy and parenting cases with the University's Title IX Coordinator as they occur to monitor compliance with this Policy.

Reporting

A Student-Athlete shall not be required to reveal pregnancy or parenting status. However, should a Student-Athlete believe that she is pregnant, *the University strongly encourages you to seek the advice of your physician to determine what limitations you may have regarding your participation in athletics.* The University and the Athletics Department will work to create an environment which encourages the student athlete to voluntarily reveal her

pregnancy and his or her parenting status, in order for our institution to provide appropriate support for physical and mental health with professional healthcare. The coach's attitude toward pregnancy and parenting can be pivotal in creating such a safe environment.

Employees of the University, including athletics department personnel, will not publicly release personally identifiable health information about a Student-Athlete's pregnancy without written authorization from the Student-Athlete. When a Student-Athlete reveals her pregnancy or his or her parenting status to athletics personnel, they shall provide the Student-Athlete with a copy of this Policy. Athletics Department personnel shall reiterate the University's Policy that protects the Student-Athlete's team membership status and financial aid.

Athletics personnel shall refer the Student-Athlete to the Athletics Trainer who will work with the Student-Athlete's personal physician, to ensure that information about pregnancy and parenting support options is provided to the Student-Athlete. The Athletics Trainer shall work with the Student-Athlete's personal physician to determine the extent to which the Student-Athlete may participate in practice and/or live play. The Athletics Trainer shall regularly communicate with the Athletic Director and coaching staff the modifications that are required so that the Student-Athlete may continue participation pursuant to this Policy. The Athletics Trainer shall also monitor the Student-Athlete to ensure that accommodations are being implemented.

Athletics department personnel who suspect that a Student-Athlete is pregnant may report their concerns to the Athletics Director and the Athletics Trainer. Teammates of pregnant Student-Athletes may report their concerns to the team physician or to the Athletics Director.

Enforcement and Non-Retaliation

Any University employee or teammate of the found to have violated this Policy by threatening to withhold or withholding athletics participation or an athletics award, by harassing a student athlete on the basis of pregnancy or parenting status, or by breaching medical confidentiality, will be subject to disciplinary action, up to and including discharge or expulsion from the University. The University will also take appropriate remedial action to correct the situation.

Any University employee who becomes aware of alleged conduct that violates this Policy shall report the conduct to the Athletics Director who shall then inform the Title IX Coordinator of the University. Employees may also inform the Title IX Coordinator directly of the alleged prohibited conduct. The Athletics Department and University will make every endeavor to prevent public disclosure of the names of all parties involved, except to the extent necessary to carry out an investigation.

The procedures set forth in the University's Sexual Harassment, Sexual Misconduct & Anti-Retaliation Policies & Procedures Under Title IX for Faculty, Staff, Students, and Third Parties Policy will be followed when a complaint or information is brought to the attention of the Title IX Coordinator. Furthermore, the Mandated Reporter requirement shall be applicable to

alleged conduct that falls under this Policy. All Athletics Department personnel are considered mandated reporters and shall report any information of alleged conduct that violates this Policy.

Retaliation is specifically prohibited against anyone who makes a complaint about pregnancy or parental status discrimination, even if the person was in error about the conduct complained about. This University will take steps to prevent any retaliation against the individual who made the complaint.