

The Title IX Rights of Pregnant, Parenting, and Lactating Students

Policy Summary

Loyola University Maryland is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 (“Title IX”). Sex discrimination, which can include discrimination on the basis of current, potential, or past parental, family, or marital status, is prohibited and illegal in educational programs and activities. Loyola University Maryland hereby establishes a policy and associated procedures for ensuring the protection and equal treatment of pregnant students, students with pregnancy-related conditions, and students who are parenting, regardless of gender identity or expression.

Under the Department of Education’s (ED) Title IX guidance and regulations, an institution that receives federal funding may not discriminate against any student or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student’s pregnancy or related conditions. According to ED, institutions must provide reasonable modifications to ensure the student’s equal access to the University’s education program or activity.

This generally means that pregnant students should be treated by Loyola University Maryland in the same manner and under the same policies as someone who has a temporary disability and will be given reasonable modifications when necessary due to pregnancy. Modifications such as breaks during class to express milk or attend to health needs associated with pregnancy or related conditions, intermittent absences to attend medical appointments, changes in schedule or course sequence, extended deadlines, make-up assignments (e.g., papers, quizzes, tests, and presentations), connection to campus resources, and incomplete grades that can be completed at a later date may be employed, in addition to other ergonomic and assistive supports. To the extent possible, Loyola University Maryland will take reasonable steps to ensure that pregnant students who take a voluntary leave of absence or medical leave return under the same academic requirements in effect at the time of departure without completing the regular admissions process. The Title IX Coordinator or designee has the authority to determine that such modifications are necessary and appropriate and will collaborate with faculty members to adjust academic parameters accordingly.

As with disability accommodations, information about pregnant students’ requests for modifications will be shared with faculty and staff only to the extent necessary to provide the reasonable modification. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary. Administrative responsibility for these modifications lies with the Title IX Coordinator or designee, who will maintain all appropriate documentation related to modifications.

In situations such as clinical placements, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves may be sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave.

Students are encouraged to work with the Office of Title IX and Bias Compliance and Loyola University Maryland's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Office of Title IX and Bias Compliance will assist with plan development and implementation as needed.

Policy Text

Scope

This policy applies to all aspects of Loyola University Maryland's program, including, but not limited to, admissions, educational programs and activities, extracurricular activities, hiring, leave policies, employment policies, and health insurance coverage.

Definitions

- *Caretaking*: caring for and providing for the needs of a child.
- *Familial Status*: the configuration of one's family or one's role in a family.
- *Marital Status*: the state of being married or unmarried.
- *Medical Necessity*: a determination made by a licensed healthcare provider (of the student's choosing) that a certain course of action is in the patient's best health interests.
- *Parental Status*: the status of a person who, with respect to another person who is under the age of 18, or a person who is 18 or older but who is incapable of self-care because of a mental or physical disability, is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such person.
- *Placement*: the coordination, arrangement, and approval of a child entering an unrelated home or facility to be cared for on a temporary, long-term, or adoptive basis.
- *Pregnancy and Pregnancy-Related Conditions*: the full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, and recovery therefrom.
- *Pregnancy Discrimination*: includes treating a pregnant individual or an individual affected by pregnancy-related condition less favorably than similar individuals not so affected and includes a failure to provide legally mandated leave or modifications.
- *Pregnant Student/Birth-Parent*: refers to the student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

- *Reasonable Modifications*: individualized modifications to Loyola University Maryland’s policies, practices, or procedures that do not fundamentally alter Loyola University Maryland’s education program or activity.
- *Lactating Students*: includes any student who expresses milk for the nourishment of a child.

Information Sharing Requirements

Any Loyola University Maryland employee who becomes aware of a student’s pregnancy or related condition is required to provide the student with the Title IX Coordinator’s contact information and communicate that the Coordinator or designee can help take specific actions to prevent discrimination and ensure equal access to Loyola University Maryland’s education program or activity. The employee should provide the student with a link to the [Loyola University Maryland Pregnancy, Parenting, and Lactation website](#) which includes information regarding student rights, disability resources, leave related to pregnancy, lactation resources, and information regarding retaliation and harassment. If the Title IX Coordinator or designee is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator’s contact information.

Upon notification to Title IX and Bias Compliance of a student’s pregnancy or related conditions, the Title IX Coordinator or designee will contact the student and inform the student of Loyola University Maryland’s obligations to:

- Prohibit sex discrimination.
- Provide reasonable modifications.
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution’s education program or activity.
- Allow a voluntary leave of absence.
- Ensure lactation space availability.
- Maintain a Resolution Process for alleged discrimination.
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.

The Title IX Coordinator or designee will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

Reasonable modifications for students affected by pregnancy, childbirth, or related conditions

- Loyola University Maryland and its faculty, staff, and other employees shall not require a student to limit their studies or activities due to pregnancy or pregnancy-related conditions.
- The benefits and services provided to pregnant students will be no less than those provided to students with temporary medical conditions.
- Students with pregnancy-related disabilities, like any student with a short-term or temporary disability, are entitled to reasonable accommodations so that they will not be

disadvantaged in their courses of study or research and may seek assistance from the Disability and Accessibility Services (DAS).

- Other than deadlines outlined in corresponding policies, no artificial deadlines or time limitations will be imposed on requests for accommodations or modifications, but Loyola University Maryland is limited in its ability to implement accommodations and modifications retroactively.
- Supporting documentation for reasonable modifications will only be required when it is necessary and reasonable under the circumstances to determine other specific actions to take to ensure equal access.
- While receiving academic modifications, students will remain registered and retain benefits accordingly.
- Requesting reasonable modifications:
 - Pregnant students or students with related conditions who would like to request reasonable modifications should contact the Title IX Coordinator or designee. Students may disclose their pregnancy or related conditions via the [Student Pregnancy or Related Conditions Self-Disclosure Form](#) on the [Title IX and Bias Compliance Website](#). Students are encouraged to request reasonable modifications as promptly as possible, although retroactive modifications may be available in some circumstances.
 - Upon notification of pregnancy or related conditions, the Title IX Coordinator or designee will notify the student of Loyola University Maryland's obligations related to students who are pregnant or affected by pregnancy-related conditions including the option for the Title IX coordinator or designee to engage in an interactive process with the student to determine what reasonable modifications will be necessary to ensure equal access to the educational program or activity. Reasonable modifications are voluntary, and a student can accept or decline the offered reasonable modifications. Not all reasonable modifications are appropriate for all contexts.
 - Reasonable modifications may include, but are not limited to:
 - Providing modifications requested by a pregnant student to protect the health and safety of the student and/or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances)
 - Making modifications to the physical environment such as accessible seating, larger desk, etc.
 - Providing mobility support
 - Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences
 - Offering remote learning options when possible
 - Excusing medically-necessary absences (this must be granted, irrespective of classroom attendance requirements set by a faculty member, department, or division)

- Granting leave per Loyola University Maryland’s leave policies (as listed in the [Loyola University Maryland catalogue](#)) or implementing incomplete grades for classes that will be resumed at a future date.
 - In situations such as clinical placements, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible. In progressive curricular and/or cohort-model programs, medically necessary leaves may be sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave.
 - Allowing lactating students reasonable time and space to pump milk in a location that is regularly cleaned, private, shielded from view, and free from intrusion of others. Restrooms do not satisfy this requirement. Further information for lactating students can be found in the following section of this policy.
 - Other changes to policies, practices, or procedures determined by the Title IX Coordinator or designee.
- The interactive process is ongoing, and the student may request additional reasonable modifications as the pregnancy, or conditions from pregnancy, progresses or changes.
 - The Title IX Coordinator or designee will communicate the reasonable modifications to campus constituents to ensure the modifications are effectively implemented. Information about pregnant students’ requests for modifications will be shared with faculty and staff only to the extent necessary to provide the reasonable modification.
 - The Title IX Coordinator or designee will maintain appropriate documentation related to reasonable modification requests for 7 years consistent with the Title IX records retention policy.
 - Partners of individuals with pregnancy or related conditions may also access certain reasonable modifications and may contact the Office of Title IX and Bias Compliance for support.

Certification to Participate

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student may not be required to provide healthcare provider or other certification that the student is physically able to participate in the program or activity, unless:

1. The certified level of physical ability or health is necessary for participation;
2. The institution requires such certification of all students participating; and
3. The information obtained is not used as a basis for pregnancy-related discrimination.

Lactation

This portion of the policy establishes guidelines for supporting lactating students at the University for as long as they desire to express milk. This policy applies to all Loyola University Maryland students at all campus locations who need to express milk during the course of their studies. This policy is intended only to apply to students while they are not performing paid work for the university. Student employees are entitled to protections under Section 7.39 of the current [Staff and Administrator Policy Manual](#) during their work hours.

Lactation Space Requirements

Loyola University Maryland's designated lactation spaces are functional, appropriate, and safe. Such spaces are regularly cleaned, private spaces, shielded from view, and free from intrusion of others. The spaces are available across campus and are easily accessible to students for the purpose of expressing milk. Restrooms are not classified as designated lactation spaces.

- These spaces are equipped with, at minimum:
 - a table or other flat surface suitable to hold a pump
 - a chair
 - an electric outlet
 - access to running water in the room or nearby
- To ensure privacy within the lactation space, designated spaces are equipped with a door lock.
- Loyola University Maryland is not responsible for ensuring the safekeeping of expressed milk store in any refrigerator on its premises. The student is required to store all expressed milk in closed containers, regardless of the method of storage, and to bring such milk home each evening.
- The current list of private lactation rooms available include:
 - Evergreen Campus – Room 016, located on the lower level of Jenkins Hall. Visit Jenkins Hall Suite 105 or call 410-617-7319 to check out a key.
 - Evergreen Campus – Fernandez Center, located on the ground level. Visit Jenkins Hall Suite 105 or call 410-617-7319 to check out a key.
 - Loyola Notre Dame Library – Visit their Help Desk or call 410-617-6801 to reserve the room.
 - Belvedere Square – Loyola Clinical Centers, Room 258. See the staff at the front desk on the first floor or email theclinics@loyola.edu for room access.
 - Ridley Athletic Complex– RAC201E. Visit Jenkins Hall Suite 105 or call 410-617-7319 for room access. This room is intended only for the use of individuals with current swipe access to Ridley.

Lactation Breaks

- Students will make reasonable efforts to pump between classes or outside of instruction time.

- Lactating students who must pump during their class period shall inform the instructor of the need and estimated time away from class as soon as possible, working with the Office of Title IX and Bias Compliance.
- The length of time necessary to express milk typically takes 15-20 minutes, but there are many factors that will determine a reasonable break time including travel time to and from the lactation space, location of refrigerator or personal store for the milk, etc.
- Faculty are prohibited from penalizing lactating students for their absence needed to express milk on campus.
- Faculty and students shall work with the Office of Title IX and Bias Compliance to identify solutions for making up in-class work or participation credits, as well as instruction missed.

Reasonable Modifications for Lactation

- Students who need program modifications due to lactation, other than reasonable time and a clean and private place to express or store milk, may request other reasonable modifications by contacting the Office of Title IX and Bias Compliance.
- Reasonable modifications may include, but are not limited to, avoiding certain chemicals or exposures, permission to eat or drink, postponement or modifications to fieldwork or travel, or time off as medically necessary.
- Modifications related to exam location, scheduling and timing shall be provided as necessary to minimize disruption.
- Loyola University Maryland shall accommodate any lactation-related impairments or disabilities, such as serious infections, as it would other temporary medical conditions as outlined on the [Disability and Accessibility Services website](#).
- The Office of Title IX and Bias Compliance will engage in an interactive process with the student and any involved faculty to ensure the student's educational opportunities are not diminished as a result of their lactation.

Housing-Related Modifications

- A pregnant student's on-campus housing status will not be altered based on pregnancy status unless requested by the pregnant student.
 - While pregnancy itself is not a disability under the Americans with Disabilities Act (ADA), some students may have one or more impairments related to pregnancy and pregnancy-related conditions that qualify as a "disability" under the ADA. Residence Life and Housing works closely with Disability and Accessibility Services to provide reasonable support and accommodations for students with documented disabilities. Students experiencing a pregnancy-related disability wanting housing accommodations must apply through the Disability and Accessibility Services registration page. Information regarding this process can be found on the [Disability and Accessibility Services website](#).
 - To request housing-related modifications for reasons related to pregnancy or pregnancy-related conditions that do not qualify as a disability under the ADA,

students should follow the process outlined in the *Reasonable Modifications for Students Affected by Pregnancy, Childbirth, or Related conditions* section above.

- Loyola University Maryland does not offer family housing. Access by individuals, such as partners or children, who are not assigned to the pregnant or parenting student's housing is governed by 28. Visitation/Guest Policy of the [Community Standards](#), concerning visitation and guests.
- Students who take a Medical Leave are not permitted to live in university housing. Further information is available on the Office of Undergraduate Studies [Medical Leave of Absence FAQs website](#) or by contacting [Residence Life and Housing](#).
- Loyola does not offer housing for graduate students. However, for graduate students who are living on campus due to their role as a graduate residence coordinator, contact Residence Life and Housing to discuss housing modifications.

Academic Leave of Absence

- Faculty, staff, or other employees shall not require a student to take a leave of absence or withdraw from or limit their studies due to pregnancy, childbirth, or related conditions.
- Pursuant to Title IX, Loyola University Maryland shall treat pregnancy and related conditions as a justification for a voluntary leave of absence for as long a period of time as is deemed medically necessary by a student's licensed healthcare provider. The leave term may be extended in the case of extenuating circumstances or medical necessity.
- To the extent possible, Loyola University Maryland will take reasonable steps to ensure that pregnant students who take a voluntary leave of absence or medical leave return under the same academic requirements and, as practicable, to the extracurricular status in effect at the time of departure without completing the regular admissions process.
- Students can request modifications to their academic responsibilities under this policy regardless of whether they elect to take a leave of absence.
- Students in timed degree, certification, or credentialing programs who would like to seek modifications regarding extensions of timing upon the birth or placement of their child should contact the Office of Title IX and Bias Compliance.
- Further information regarding undergraduate student medical leaves of absence can be found on the [Office of Undergraduate Studies website](#) or by contacting the Dean of Undergraduate Studies.
- Further information regarding leave policy for graduate students can be found on the [Academic Regulations and Policies website](#). Program-specific information can be found by contacting the Director or Department Chair for your program.
- Continuation of students' scholarship, loans, grants, or similar university-sponsored funding during the leave term will depend on the student's registration status and the policies of the funding program regarding registration status.
- The Office of Title IX and Bias Compliance can and will advocate for students with respect to financial aid agencies and external scholarship providers in the event that a leave of absence places eligibility into question.

Student Employee Leave

- All student-employees will be entitled to the protections of the Family and Medical Leave Act (FMLA), regardless of whether they are also students or hold post-doctoral status. Information regarding Loyola University Maryland's Family and Medical Leave and Parental Leave policies can be found under Sections 6.8 and 6.9, respectively of the current [Staff and Administrator Policy Manual](#).
- If a student-employee is not eligible for leave under the aforementioned leave policy because they either (1) do not have enough leave time available under that policy, or (2) have not been employed long enough to qualify for leave under that policy, they are eligible to qualify for pregnancy or related leave under Title IX.
- Pregnancy and related conditions will be treated as any other temporary disability for job purposes, including leave and benefits.
- Pregnancy and related conditions will be regarded as a justification for a leave of absence without pay for a reasonable period of time, at the conclusion of which Loyola University Maryland will take reasonable steps to ensure employees are reinstated to the status, as practicable, that they held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

Retaliation and Harassment

- Harassment and discrimination of any member of Loyola University Maryland community based on sex, gender identity, gender expression, pregnancy, or parental status is prohibited, and students may file Complaints of harassment and discrimination as is outlined in the [Sex-Based Harassment and Discrimination policy](#).
- Faculty, staff, and other Loyola University of Maryland employees are prohibited from interfering with a student's right to take leave, seek reasonable modifications, or otherwise exercise their rights under this policy.
- Faculty, staff, and other Loyola University Maryland employees are prohibited from retaliating against students for exercising the rights articulated by this policy, including imposing or threatening to impose negative educational outcomes because students request leave or modifications, file a complaint, or otherwise exercise their rights under this policy. A complaint of retaliation may be pursued using the steps set forth in the Loyola University of Maryland [Sex-Based Harassment and Discrimination policy](#).

Dissemination of the Policy and Training

A copy of this policy will be made available to students, faculty, staff, and employees on the Loyola University Maryland website and in annually required training. The Office of Title IX and Bias Compliance will make educational materials available to all members of the Loyola University Maryland community to promote compliance with this policy and familiarity with its procedures. The Office of Title IX and Bias Compliance regularly meets with members of

the campus community to promote awareness around issues related to Title IX including resources for pregnant, parenting, and lactating individuals.

Grievance Procedures

Any member of Loyola University Maryland community may report a violation of this policy directly to the Office of Title IX and Bias Compliance or to any University employee who are mandated reporters and are responsible for forwarding such reports to the Office of Title IX and Bias Compliance as is indicated in the [Sex-Based Harassment and Discrimination policy](#).

Title IX Office
Jenkins Hall 105
4501 North Charles Street, Baltimore, MD 21210
410-617-5646

Title IX Coordinator for the University:
David Tiscione, Director of Title IX and Bias Compliance
Jenkins Hall 105B
4501 North Charles Street, Baltimore, MD 21210
410-617-5171
dmtiscione@loyola.edu

Title IX Deputy Coordinator for Students:
Sydney Quantock, J.D., Assistant Director of Title IX and Bias Compliance
Jenkins Hall 105D
4501 North Charles Street, Baltimore MD 21210
410-617-2842
squantock@loyola.edu

Appeal Process

Loyola University Maryland complies with the Title IX of the Education Amendments of 1972, as amended, Americans with Disabilities Act (“ADA”) and Section 504 of the Rehabilitation Act, as amended, and other laws related to sex discrimination, disability discrimination, and support of pregnant, parenting, or lactating students. Loyola responds to student requests for accommodation or modifications and provides reasonable accommodations or modifications for individuals who are pregnant, parenting, or lactating or qualified individuals with a pregnancy-related disability through a deliberative, interactive process.

At times, however, an individual may disagree with the accommodation or modification provided or believe it is not being implemented effectively. These procedures were designed to provide avenues for students to raise those points of disagreement.

If a student has been denied an accommodation that they requested through DAS and would like to appeal the denial or if an accommodation has been approved through DAS but the student believes it is not being implemented effectively, the individual may address the concern through

the [Loyola University Maryland Procedures for Appealing Accommodation Determinations and Implementation](#).

If a student has been denied a modification for pregnancy or pregnancy-related conditions requested through the Office of Title IX and Bias Compliance or if modification has been approved by the Office of Title IX and Bias Compliance but the student believes it is not being implemented effectively, the individual may address the concern through the procedures outlined below.

Participation in this process does not release a student from their obligation to fulfill all academic and/or university requirements.

Informal Resolution Concerning Pregnancy-Related Modification Implementation

Students are encouraged to speak with faculty members and other employees who they believe have not implemented their pregnancy-related modifications effectively. Informal and open conversation is often effective at addressing concerns over pregnancy-related modifications implementation. During these conversations, students should focus on the approved modification and should not share medical or mental health information.

When such conversations fail to address a student's concerns, or if they feel uncomfortable addressing their concerns informally, a student wishing to address a concern regarding the implementation of an accommodation must submit a written request to the Assistant Director of Title IX and Bias Compliance or designee. The written request should include:

- Student's name and University ID number
- Description of the pregnancy-related modification not being implemented effectively
- Explanation of why they believe the pregnancy-related modification is not being implemented effectively
- Desired outcome

The Assistant Director of Title IX and Bias Compliance or designee may ask for additional information from the student or employees related to the pregnancy-related modification implementation. The Assistant Director of Title IX and Bias Compliance or designee will utilize this information to determine if the pregnancy-related modification is being implemented effectively, and if not, the course of action to correct the implementation. Additionally, the Assistant Director of Title IX and Bias Compliance or designee may engage in an interactive process to determine if additional or other pregnancy-related modifications may be necessary. Students will receive written responses from the Assistant Director of Title IX and Bias Compliance or designee regarding whether the Assistant Director of Title IX and Bias Compliance or designee determines the pregnancy-related modifications are being implemented effectively or if further actions will be taken generally within ten (10) business days of the request for informal resolution.

Informal Resolution Concerning Pregnancy-Related Modification Determination

In addition to implementation concerns, students may have concerns that a pregnancy-related modification request is denied, in whole or part, or they may be dissatisfied with an alternative modification provided by the University. A student wishing to appeal a pregnancy-related modification determination informally must submit a written request to the Assistant Director of Title IX and Bias Compliance or designee. The request should include:

- Student's name, address, and University ID number
- Description of the concern regarding the pregnancy-related modification determination
- Explanation of why they believe an alternative or requested modification(s) should be considered reasonable
- Additional supporting information
- Desired outcome

The Assistant Director of Title IX and Bias Compliance or designee may request to meet with the student to discuss their concerns about the accommodation determination. The Assistant Director of Title IX and Bias Compliance or designee may also request additional documentation from the student. Review processes are conducted as quickly as possible. Students will receive written responses from the Assistant Director of Title IX and Bias Compliance or designee upholding or amending modifications decisions generally within ten (10) business days of the request for informal resolution.

Formal Modification Appeal Resolution

If the informal resolution processes above do not resolve the student's concerns, the student may submit a written complaint to the Director of Title IX and Bias Compliance or their designee by no later than ten (10) business days from the conclusion of the informal process.

The complaint shall include:

- Student's name, address, and University ID number
- Description of the pregnancy-related modification denial, determination, or implementation concerns
- A copy of the pregnancy-related decision or notification letter
- Explanation of why they believe an alternative modification(s) should be considered reasonable or their implementation concerns have not been addressed appropriately
- Additional supporting information
- Desired outcome

Complaint Review

The Director of Title IX and Bias Compliance or their designee will review the complaint. The review will include a meeting with the student within five (5) business days of receipt of the complaint.

If the appeal relates to a pregnancy-related modification, during the meeting with the Director of Title IX and Bias Compliance or their designee, the student should be prepared to explain why the denied modification is needed to address the current impacts of their pregnancy or related conditions at Loyola University Maryland.

Additionally, the Director of Title IX and Bias Compliance or their designee may consult with appropriate individuals, including but not limited to the employee who made the decision or who has allegedly failed to implement the pregnancy-related modification appropriately. The Director of Title IX and Bias Compliance or their designee will communicate the decision upholding or amending the original decision or taking other additional action in writing to the individual who appealed within ten (10) business days. The Director of Title IX and Bias Compliance or their designee decision is final.

If through the appeal process an additional or alternative pregnancy-related modification is granted, then the modification will be granted moving forward as outline in the decision letter. Pregnancy-related modifications are not retroactive.

Discrimination Complaint

Individuals who believe they were discriminated against during this process or otherwise at Loyola University Maryland should file a complaint through the Loyola University Maryland [Sex-Based Harassment and Discrimination policy](#) or [Harassment and Discrimination Policy and Procedures](#). Filing an informal or formal appeal through this procedure does not prevent the individual from filing a complaint through the Loyola University Maryland [Harassment and Discrimination Policy and Procedures](#) or with the:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: <mailto:ocr@ed.gov>
Web: <http://www.ed.gov/ocr>

*Based on the ATIXA Pregnancy and Related Conditions Model Policy