

May 9, 2013

MEMORANDUM

To: Chief Academic Officers
Chief Student Affairs Officer
Chief Diversity Officer
Title IX Coordinator
Legal Affairs & Esports

From: Frederick P. Schaffer

Re: Non-Discrimination Policy, Pregnancy and Related
Conditions

Attached is a memo that is being sent to all faculty and staff regarding the University's obligations under Title IX of the Education Amendments Act of 1972 ("Title IX"), which prohibits discrimination on the basis of sex, including pregnancy and related conditions, in educational programs and activities. Please take a moment to review the memo and the attached conditions. Absences from classes for so long as is medically necessary and may be used to make up missed work.

Recently, the University was notified by a pregnant student concerning her right to have her pregnancy accommodated under Title IX. As part of a settlement of her claim, CUNY agreed to include the following provisions concerning pregnancy and related conditions in all of the colleges' student handbooks:

[Insert] "College does not discriminate against any student on the basis of pregnancy or related conditions. Absences due to medical conditions relating to pregnancy will be excused for as long as determined by the student's doctor. Students will be given the opportunity to make up missed work. Students needing to contact information of Title IX Coordinator [insert name and contact information]."

Please make sure that your e-student number and name are printed on this statement as soon as possible. If you have any questions or comments, please contact the Associated General Contractors of America at 1-800-464-6464. For more information, visit www.agc.org.