

## COMMENTS RECEIVED ON PROPOSED NEW OR REVISED POLICIES

AP 3.46.07: Pregnancy and Related Conditions		
Date Comment Received	Comment	Response
5-5-25	<p>I am writing to express concern over the proposed changes to AP 3.45.07 Pregnancy and Related Conditions. I do not agree to remove the specifications that any pregnant gender is protected. It is a fact that transgender people can become pregnant, and they should be protected under this policy.</p> <p>Also, as an employee who has fallen under the category of 6.2.2 and 6.2.3, I am very concerned that this policy is being removed. The protections we have for pregnant people are already dismal, and to remove this policy is wrong. If we truly care about the health of our society, community, families, students, and employees, then we will keep this policy.</p>	<p>The 2024 Title IX regulations that prescribed requirements contained in this Interim AP were vacated by the Court (they never existed). The College is now proposing this AP based upon stakeholder discussions, without including Title IX references and certain requirements regarding extending benefits to benefits-ineligible student employees.</p> <p>The College Employee Handbook section "Medical, Military, Parental, and Personal Leave" applies to all employees, not just benefits-eligible employees. Parental Leave is available to all parents upon the birth or adoption of a child, irrespective of whether they are the pregnant person. Medical Leave may be granted to provide care for a spouse or domestic partner, dependent child, or parent with a serious health condition, or for the birth or adoption of a child.</p> <p>A discussion with AERC would be a more appropriate option to discuss parental benefits.</p>