

University Title IX Pregnancy and Parenting Students Policy

1. Purpose and Scope

This policy affirms the University's commitment to providing an equitable academic environment for students affected by pregnancy or related conditions, as required under Title IX of the Education Amendments of 1972 and its implementing regulations (34 C.F.R. §106.40).

This policy applies to all enrolled students and covers pregnancy, childbirth, false pregnancy, termination of pregnancy, breastfeeding, recovery from any of these conditions, and related medical conditions. It applies to all academic, extracurricular, athletic, housing, clinical, practicum, internship, and employment-related programs or activities offered by the University.

2. Policy Statement

The University prohibits discrimination based on pregnancy or related conditions.

Students affected by pregnancy or related conditions shall be treated at least as well as other students with temporary medical conditions with respect to participation in academic programs and activities.

No student shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any education program or activity on the basis of pregnancy, childbirth, or related conditions.

3. Reasonable Modifications and Adjustments

Students affected by pregnancy or related conditions are entitled to reasonable modifications that enable continued access to academic programs and activities.

Examples of reasonable modifications may include, but are not limited to: - Larger or adjustable desks - Permission for frequent restroom breaks - Temporary relocation within a classroom or laboratory - Flexibility with attendance when medically necessary - Access to recorded lectures or alternative instructional materials when feasible - Remote or alternative participation when appropriate

Reasonable modifications are determined on an individualized basis through an interactive process.

The University **may request supporting documentation from a healthcare provider only when necessary** to determine appropriate modifications or when the need for a requested modification is not obvious.

The University is committed to providing reasonable accommodations and adjustments unless they would fundamentally alter the nature of the program or activity.

4. Excused Absences and Medical Leave

Medically Necessary Absences

Absences due to pregnancy, childbirth, or related medical conditions shall be excused for the period of time deemed medically necessary by the student's healthcare provider.

Students shall not be academically penalized for such absences.

Make-Up Work

Students must be provided the opportunity to make up missed work or complete equivalent academic requirements without added academic burden.

Extensions of deadlines or alternative assessments must be provided when medically necessary.

Postpartum Adjustments

Students may request academic adjustments during the postpartum recovery period as recommended by a healthcare provider.

5. Academic Status and Retaliation

Students shall not lose academic standing, scholarships, financial aid eligibility, or athletic eligibility as a result of pregnancy or related conditions.

Retaliation against any student for requesting or receiving reasonable modifications or asserting rights under this policy is strictly prohibited.

Faculty and staff are required to comply with this policy. Failure to do so may result in disciplinary action.

6. Housing and Facilities

Pregnant students shall not be excluded from University housing based on pregnancy or related conditions.

When the University provides housing adjustments for students with temporary medical conditions, comparable adjustments must be made available to pregnant students upon request.

7. Breastfeeding

All breastfeeding needs are the responsibility of the student to communicate with the director of their field of study or clinical placement supervisor. If any issues occur reach out to the Office of Accessibility.

8. Privacy and Confidentiality

Information related to a student's pregnancy or related condition will be treated as private and shared only with University personnel who have a legitimate educational need to know in order to implement approved modifications, or as otherwise required by law.

9. Procedures for Requesting Modifications

Students may request pregnancy-related modifications by contacting:

Title IX Deputy for Pregnancy-Related Conditions (Students)

Email: nfussell@faulkner.edu

Phone: 334-386-7185

Address: 5345 Atlanta Hwy, Montgomery, AL 36109

The Title IX Deputy will engage in an interactive process with the student to identify appropriate reasonable modifications.

9. Title IX Coordinator Responsibilities

The Title IX Deputy shall: - Ensure institutional compliance with this policy and Title IX requirements - Provide guidance and support to faculty and staff - Assist students in accessing academic adjustments and support services - Respond promptly to reports of discrimination or denial of rights under this policy

10. Complaints and Reporting

Students who believe they have been subjected to discrimination based on pregnancy or related conditions may file a complaint with:

University Title IX Coordinator

Name: Renee Kephart

Location: Harris Business HR Office

Email: rkephart@faulkner.edu

Phone: 334-386-7230

Students also retain the right to file a complaint with the U.S. Department of Education Office for Civil Rights.