



PREGNANT AND PARENTING STUDENT POLICY

Purpose and Scope: Under Title IX of the Education Amendments of 1972, § 106.40, it is illegal for schools to exclude students, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom, from participating in any part of an educational program. Therefore, Illinois College, its faculty, staff, and pregnant students will follow the protocols and procedures set forth in the policy below.

Policy Statement: In accordance with the Pregnant and Parenting Student Civil Rights outlined by the U.S. Department of Education's Office of Civil Rights (OCR), Illinois College must excuse a student's absence because of pregnancy or childbirth for as long as the student's physician deems the absences medically necessary. In addition, when a student returns to school, the student must be allowed to return to the same academic and extracurricular status as before the medical leave began.

Students enrolled in courses, student teaching, or clinical rotation during or after pregnancy may face unique challenges regarding attendance and the ability to be absent from the site. Pregnant and parenting students who are in the midst of courses, student teaching, or clinical rotation should work with the Title IX Coordinator to address challenges unique to the students' situation. In situations such as student teaching, clinical rotations, performances, labs, and group work, the College 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 are sufficient cause to permit the student to shift course order, substitute similar courses, or join a subsequent cohort when returning from leave, if possible, based on program and accreditation requirements.

Illinois College cannot and will not require a pregnant student to obtain a doctor's permission before allowing the student to attend school in the later stages of pregnancy unless the student is asking for assistance. If a faculty member is worried about the health or safety of a student, it is acceptable for the faculty member to inquire about the student's limitation by speaking with the student and/or the Title IX Coordinator, but only when it pertains to their learning activities and the student's successful completion of the course. Illinois College will not require a pregnant student to produce a doctor's note in order to participate in school or academic activities unless the same requirement to obtain a doctor's note applies to all students being treated by a physician.

Gender Equity

Illinois College will not tolerate discrimination, harassment, misconduct, or retaliation of any form, including towards pregnant and/or parenting students. Such behavior is in violation of Illinois College's Policy on Discrimination, Harassment, and Title IX Sexual Misconduct. Please refer to our website at: www.ic.edu/sexualmisconduct to view the full policy and/or contact the Title IX Coordinator if concerns arise.

Accommodations

As required under Title IX, a pregnant or parenting student seeking new academic accommodations is asked

to provide medical information outlining the need for accommodation before such accommodations will be considered and/or granted through the Center for Academic Excellence. Such documentation should be submitted to the Title IX Coordinator and include information from a treating physician regarding the type of accommodations needed. Illinois College requires pregnant students or students who have given birth within the past six (6) months to submit medical certification for school participation if the student is requesting assistance/accommodations.

With proper documentation, students who are pregnant or have given birth within six (6) months will be entitled to accommodations. The accommodations vary pertaining to the condition of pregnancy, medical documentation, as well as the academic program in which the student is enrolled. To ensure a pregnant student's access to their education, when necessary, the College's faculty and staff must make modifications that are reasonable and responsive to the student's temporary pregnancy or post pregnancy status. Examples of modifications include, but are not limited to, allowing for frequent trips to the water fountain or bathroom, modifying seating arrangements as necessary including providing the student with a larger desk, allowing time off for breast pumping, up to 30 minutes, allowing extra time, if medically necessary, to complete tasks. In addition to allowing a pregnant student to attend classes, Illinois College will make allowances for extra-curricular activities. The pregnant student will have the ability to participate in student groups and other school-sponsored activities.

Title IX requires Illinois College to excuse a student's absences due to pregnancy or related conditions, including recovery from childbirth, with medical approval. Illinois College may offer the student alternatives to making up missed work such as retaking a semester, taking a leave of absence, or allowing the student additional time in a program to continue at the same pace, provided the student will be able to graduate in the amount of time directed by the programmatic accreditors. The Dean of Faculty will meet with the student to discuss options available to the student based on the students' current status and program requirements. The Chair of the Nursing Department and the Chair of the Education Department will be involved in outlining options for students on clinical rotation or student teaching, respectively, at the time of their leave. While Illinois College staff will outline options for the student, the student shall decide what option best fits their needs.

Faculty who have their own policies about class attendance and make-up work must make sure their policies do not conflict with Title IX rights. Illinois College must ensure that the policies and practices of individual instructors do not discriminate against pregnant students. For example, a faculty member may not refuse to allow a student to submit work after a deadline or make up an exam that was missed because of absences due to pregnancy or childbirth. Additionally, if an instructor's grading is based in part on class attendance or participation, the student should be allowed to earn the credits missed so that the student can be reinstated to the status they had before the leave. Faculty and staff must be aware of and follow Title IX requirements for pregnant and parenting students through completion of annual training and are encouraged to work with the Title IX Coordinator to discuss any concerns.

Faculty and staff must refer any student seeking accommodations due to pregnancy or parenting to the Title IX Coordinator. The Title IX Coordinator will collaborate with the Chair of the Nursing Department or the Chair of the Education Department when students seeking accommodations are entering or currently participating in clinical rotations or student teaching, respectively.