



Responsible College Official: Assistant Vice President of Equity, Diversity, and Inclusion

Responsible Offices: Office of Equity, Diversity, and Inclusion, Office of Student Affairs & Office of Academic Affairs

Policy Implementation Date: August 19, 2019

Pregnant and Parenting Students Policy

Policy Statement

As stated in the *Discrimination, Harassment, Sexual Misconduct and Retaliation* policy, Title IX ensures protection and equal treatment of pregnant individuals, persons with pregnancy-related conditions, and new parents in the College's admission process, educational programs, extracurricular activities, hiring, leave policies and employment policies. *Title IX also prohibits the College from applying any rule related to a student's parental, family, or marital status that treats students differently on the basis of sex.*

Students who are pregnant will be treated as students who have temporary medical conditions. Therefore pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery will be viewed as a justification for excused absences or a leave of absence for the period of time deemed medically necessary by the student's physician. To receive approval for leaves, students are expected to comply with the Medical Emergencies policy in the Student Handbook and they or their designee (parents, guardian, etc.) should notify the instructors and the Assistant Vice President of Equity, Diversity, and Inclusion (630) 637-5340. Upon the student's return to the College, reasonable steps will be taken to ensure that the student retains the same position of academic progress they were in when the leave was initiated, which includes access to the same course catalogue in place at the start of the medical leave.

Pregnant and parenting students with medically necessary absences will be granted reasonable accommodations to make up missed work, attendance, or graded class participation (e.g. assignments, projects, papers, quizzes, tests, and presentations) wherever possible. Reasonable accommodations may include, but are not limited to: excused absences, extended deadlines, alternative test dates, projects in lieu of class participation, independent study, tutoring, online course completion options, incomplete grades, retroactive withdrawal, or when medically warranted, retaking a term. In addition, pregnant students may have access to ergonomic and assistive supports typically provided through the Center for Student Success and Disability Services. The College offers a lactation space in the

- Oesterle Library, room 231 (through the Giere Audiovisual Center). The key can be checked out at the Oesterle Library information services desk.
- Admission Office on the second floor of Old Main in OM205. The key can be checked out from the Admission Office receptionist on the first floor of Old Main.
- Campus Safety in New Hall. The space is available 24/7, and can be accessed between 8:00 AM–8:00 PM at the Campus Safety front desk or after hours by calling a campus safety officer at (630) 637-5911.

- Additional spaces can be identified by contacting the Assistant Vice President of Equity, Diversity, and Inclusion, Rebecca Gordon, at (630) 637-5340 or rgordon@noctrl.edu.

The College will work with the student to devise an alternative path to completion, if possible, for programs that include clinical rotations, performances, labs, and group work. 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, but essential program requirements or licensure requirements cannot be modified.

Students are encouraged to work with their faculty members and College's support systems such as academic advisors, the Center for Student Success, and Dyson Wellness Center staff to proactively devise a plan for how to best address anticipated need for leave, minimize the academic impact of their absence, and work toward a smooth re-entry to the student's academic program. The Assistant Vice President of Equity, Diversity, and Inclusion will assist with plan development and implementation, as needed.

The Assistant Vice President of Equity, Diversity, and Inclusion has the authority to determine that such accommodations are necessary and appropriate and will maintain all appropriate documentation related to accommodations. The Assistant Vice President of Equity, Diversity, and Inclusion may inform faculty members of the need to adjust academic parameters accordingly. A request for accommodations from a student who is pregnant or parenting will be shared with faculty and staff only to the extent necessary to provide reasonable accommodation. The Assistant Vice President of Equity, Diversity, and Inclusion may grant accommodations retroactively, within a reasonable period of time, if appropriate.

To access reasonable accommodations or leave, the student is required to contact:

Dr. Rebecca Gordon
Assistant Vice President of Equity, Diversity, and Inclusion and Title IX/504 Coordinator
524 Old Main
30 N Brainard
(630) 637-5340
rgordon@noctrl.edu

Residence Life and Housing-Related Accommodations

The on-campus housing of a student who is pregnant will not be altered based on pregnancy status unless requested by the student.

Leave Policies

Relevant leave policies include the Graduate School Leave of Absence policy: <http://catalog.noctrl.edu/content.php?catoid=13&navoid=879> and Medical Emergencies policy in the Student Handbook: <https://cardinalnet.northcentralcollege.edu/student-life/student-handbookhall-policies>.

Complaint Process

Students who feel that they have been discriminated against based on their pregnant and/or parenting status can access the Title IX complaint process outlined in the *Discrimination, Harassment, Sexual Misconduct and Retaliation* policy. To make a report, contact:

Dr. Rebecca Gordon
Assistant Vice President of Equity, Diversity, and Inclusion and Title IX/504 Coordinator
524 Old Main
30 N Brainard
(630) 637-5340
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For external inquiries:

Office for Civil Rights (OCR); Chicago Office
U.S. Department of Education
Citigroup Center
500 W. Madison Street,
Suite 1475
Chicago, IL 60661-4544
Telephone: (312) 730-1560
Fax: (312) 730-1576
Email: OCR.Chicago@ed.gov

Definitions

Caretaking: caring for and providing for the needs of a child.

Medical Necessity: a determination made by a health care provider (of the student's choosing) that a certain course of action is in the patient's (e.g. infant or mother) best health interests.

Parenting: the raising of a child by the child's parents/legal guardians in the reasonably immediate postpartum period.

Pregnancy Related Conditions: include (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.

Pregnancy Discrimination: includes treating an individual affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected, and includes a failure to provide legally mandated leave or accommodations.

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 Accommodations: (for the purposes of this policy) changes in the academic environment or typical operations that are made to the extent possible in order to enable pregnant students,

students with pregnancy related conditions, and parenting students (whose accommodations relate to the medical necessity of the mother or child) to continue to pursue their studies and enjoy the equal benefits of the College.