

Overview

UACCB is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972. Sex discrimination, which can include discrimination based on pregnancy, marital status, or parental status, is prohibited and illegal. UACCB hereby establishes a policy and procedures for ensuring protection and equal treatment of pregnant and parenting students.

I. Practice**1. Scope**

This procedure applies to pregnant and parenting students in all aspects of UACCB's programs and activities.

2. Definitions

- A. "Medical necessity" is a determination made by a health care provider of a student's choosing.
- B. "Pregnancy and 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, in accordance with federal law.
- C. "Pregnant student/Birth-parent" refers to the student who is or was pregnant. Although the pronoun "she" and "her" are used herein, this policy and pregnancy related protections apply to all pregnant persons regardless of gender identity or expression. "Parenting students" may include partners or family members of the pregnant student.
- D. "Reasonable accommodations" for the purpose of this policy are changes in the academic environment or typical operations that enable a pregnant student or student with a pregnancy-related condition to pursue her studies and enjoy equal benefits of the college.

3. Non-discrimination and reasonable accommodation of students affected by pregnancy, childbirth, or related conditions

- A. UACCB and its faculty, staff, and other employees shall not require a student to limit her studies due to pregnancy or pregnancy-related conditions.
- B. The benefits and services provided to students affected by pregnancy shall be no less than those provided to students with temporary medical conditions.
- C. Students who are pregnant or parenting are entitled to reasonable accommodations so they will not be disadvantaged in their courses of study, and should seek assistance from the Title IX Coordinator. Assistance should be requested as promptly as possible. The student may be required to provide documentation from their medical provider in order to determine the reasonable accommodations most likely to enable the student to pursue her studies and enjoy equal benefits of the college.

D. Students with pregnancy-related disabilities, like any other student with a disability, are entitled to reasonable accommodation so they will not be disadvantaged in their courses of study or research, and may seek assistance from Access and Testing Services.

E. Although students may identify their disabilities and request accommodations at any point in the term, Access and Testing Services does not make retroactive accommodations. This same standard applies in the case of disabilities arising as a result of pregnancy or related conditions.

F. Reasonable accommodations may include, but are not limited to:

- Accommodations requested by the pregnant student to protect the health and safety of the student and/or her pregnancy (such as allowing the student to maintain a safe distance from hazardous substance)
- Modifications to the physical environment (such as accessible seating)
- Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences
- Providing remote learning options
- Excusing medically-necessary absences

G. Breastfeeding students must be granted reasonable space and time to pump breast milk in a location that is private, clean, and reasonably accessible. Bathroom stalls do not satisfy this requirement.

4. Academic leave of absence

A. Faculty, staff, or other employees shall not require a student to take a leave of absence, or withdraw from or limit their studies due to pregnancy, childbirth or related conditions.

B. Pursuant to Title IX, UACCB shall treat pregnancy and related conditions as a justification for a leave of absence for as long a period as is deemed medically necessary by a student's physician.

C. A student taking a leave of absence under this policy shall provide notice of the intent to take leave thirty days prior to the initiation of leave, or as soon as practicable.

D. Intermittent leave may be taken with the advanced approval of the student's department, or when medically necessary due to the student's health condition.

E. Upon return from leave, the student will be reinstated to his or her program in the same academic status as when the leave began.

F. Continuation of the student's college-sponsored funding during the leave term will depend on the student's registration status and the policies of the funding program regarding registration status. Students will not negatively impact or forfeit their future eligibility for similar college-sponsored funding by taking leave under this policy.

5. Student employee leave

A. Students employed by the college through federal or institutional work-study programs are not provided employee leave.

B. Pregnancy and related conditions are justification for a leave of absence without pay for a reasonable period of time, at the conclusion of which the student worker shall be reinstated to the status she

held when the leave began or to a comparable position, without a decrease in the rate of composition, provided funds are available (34 CFR § 106.57(d)).

6. Retaliation and harassment

A. Harassment by any member of the UACCB community based on sex, gender, gender identity, gender expression, pregnancy, or parental status is prohibited.

B. Faculty, staff, and other UACCB employees are prohibited from interfering with a student's taking leave, seeking reasonable accommodation, or otherwise exercising her rights under this Policy. Faculty, staff, and other UACCB employees are prohibited from retaliating against a student for exercising the rights articulated in this Policy, including imposing or threatening to impose negative educational outcomes because a student requests leave or accommodation, files a complaint, or otherwise exercises their rights under the Policy.

II. Clarifying Points

1. Students who identify as pregnant or parenting and requesting Title IX accommodations should be directed to UACCB's Title IX Coordinator.

2. Title IX accommodations are determined on a case-by-case basis and may be modified as necessary.

3. The Title IX Coordinator will work with the student to create a "Faculty Notification Letter for Temporary Academic Adjustments."

4. The Title IX Coordinator will provide this letter to the student, the student's faculty, and the student's advisor to coordinate any approved academic adjustments. A copy of the letter will be provided to Financial Aid. Any additional adjustments will be communicated by email to all of the parties involved.

Adopted: June 26, 2017

Revised: March 15, 2023

UACCB

Faculty Notification Letter for Temporary Academic Adjustments

From: Title IX Coordinator

Date:

Semester:

Student:

Course	Instructor

This student has met with the Title IX Coordinator and is eligible for accommodations or academic adjustments (listed below) as required by UACCB Operating Procedure 410.4 and Title IX of the Education Amendments of 1972. Such academic accommodations are provided in the spirit of equalizing opportunity rather than lowering standards or waiving requirements.

Please meet with student individually (outside of class) to discuss specific course requirements, identify areas that may be affected, develop a plan of action, and work out the logistics for providing the accommodations. It's also important to follow up to ensure that the accommodations are effective.

If you have any concerns about these accommodations compromising an essential requirement of your course, please call the Title IX Coordinator at (870) 612-2058 or visit my office in the Research, Planning and Assessment Office in Independence Hall.

This student has signed a consent form allowing you to discuss the accommodation and/or condition with appropriate UACCB personnel. Please note that some students choose not to discuss their medical condition with instructors. Please treat this letter as confidential information to be shared only as needed with appropriate persons.

By signing below I acknowledge I have received this letter from the above named student.

Instructor Signature: _____ Date: _____

Instructor Printed Name: _____ Date: _____

Instructor: Please keep a copy for your records and return the original, signed letter to Anne Austin in IH 100 within 1 week of receipt.