University of Wisconsin Whitewater

# *Pregnant and Parenting Students at the University of Wisconsin - Whitewater*

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 *et seq.*, is a Federal civil rights law which states that no person shall, on the basis of sex, be excluded from participation in, denied the benefits of, or be subjected to discrimination in any education program or activity receiving Federal financial assistance.

The US Department of Education and Office for Civil Rights released Title IX requirements regarding pregnant and parenting students in June 2013. Title IX prohibits discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. It also prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex.

UW-Whitewater has identified the Title IX Coordinator as the person dedicated to carrying out the responsibilities below, including overseeing complaints of discrimination against pregnant and parenting students.

## *Classes and School Activities—Rights of Students*

### Right to Stay in School

UW-Whitewater cannot exclude pregnant students from participating in regular educational programs including but not limited to regular classes, co-curricular programs, interscholastic sports, honor societies, and opportunities for student leadership.

### Right to an Equal Education

UW-Whitewater can implement special instructional programs or classes for pregnant students, but participation must be voluntary and program or class must be comparable to what is offered to other students.

### Right to Participate

UW-Whitewater must allow a pregnant student to continue her studies and activities for as long as she chooses, even up to the date of her delivery unless the student and her physician decide otherwise.

## *Pregnancy Related Absences*

The UW-Whitewater must excuse absences due to pregnancy or childbirth for as long as the student's doctor deems the absences medically necessary.

UW-Whitewater may not require the student to submit a medical certification or doctor's note to remain enrolled as a student unless the University requires a doctor's note from all students who have a physical or emotional condition requiring the attention of a physician.

UW-Whitewater may offer the student alternatives to making up missed work, such as retaking a semester, taking part in an online course credit recovery program, or allowing the student additional time in a program to continue at the same pace and finish at a later date. The student should choose how to make up the work.

UW-Whitewater must provide pregnant students with the same support services (tutoring or other academic support) provided to students with temporary medical conditions

When a student returns, she must be allowed to return to the same academic and extra-curricular status as before her medical leave began.

## *Policies and Practices*

UW-Whitewater must protect the student from harassment based on sex, including harassment because of pregnancy or related conditions. Comments that could constitute prohibited harassment include making sexual comments or jokes about pregnancy, sexually charged names, spreading rumors about sexual activity, and making sexual propositions or gestures.

UW-Whitewater must adopt and publish grievance procedures for students to file complaints of sex discrimination. This process provides a mechanism for the University to investigate and evaluate complaints and provides for a prompt and equitable resolution.

To ensure a pregnant student's access to educational programs, a school will provide students with reasonable adjustments or accommodations to the regular program. Any adjustments must be responsive to the student's temporary pregnancy status. Some examples may include, but are not limited to allowing frequent trips to the bathroom, providing more table space, excused or extended absences related to medical appointments, illness related to pregnancy, exposure concerns.

Although pregnancy itself is not a disability, pregnancy related impairments may qualify as disabilities under the Americans with Disabilities Act (ADA). Examples may include gestational diabetes, pregnancy related sciatica, and preeclampsia. Students experiencing such complications may contact the Center for Students with Disabilities at csdat@uww.edu or 262-472-4711.

*Policy updated July 2021*

## *Resources*

**Title IX Coordinator**
Hyer Hall, Room 112
262-472-5940
titleix@uww.edu

**Dean of Students**
Andersen Library, Suite 2130
262-472-1533
deanofstudents@uww.edu

**UW-Whitewater Health & Counseling Services**
Ambrose Health Center
Counseling Services: 262-472-1305
Health Services: 262-472-1300

**UW-Whitewater Police Department**
262-472-4660 or 911 if an emergency

**City of Whitewater Police Department**
262-473-0555 (option 4) or 911 if an emergency

### *UW-Whitewater Policies and Procedures Prohibiting Discrimination Based on Sex*

UW-Whitewater will provide students with a copy of the following policy: **University of Wisconsin-Whitewater (UW-Whitewater) Sexual Violence and Sexual Harassment Policy, implemented in accordance with Regent Policy Document 14-2 (formerly 81-2)**

*Policy updated July 2021*