



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 [past, potential, or current](#) pregnancy, childbirth, false pregnancy, termination of pregnancy ([abortion, miscarriage, or stillbirth](#)), lactation, recover, and [all related medical conditions](#) 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.

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 Sex Discrimination, Sex-Based Harassment, and Retaliation. 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.

Reporting Requirements

Faculty and staff are not required to report a student's pregnancy to the Title IX Coordinator. Instead, faculty and staff must provide the contact information of the Title IX Coordinator to any student who has disclosed their pregnancy and/or who is seeking modifications due to pregnancy or parenting. If the employee has a reasonable belief that the Title IX Coordinator is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator's contact information.

Title IX Coordinator

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Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will contact the student and inform the student of the Illinois College's obligations to:

- Prohibit sex discrimination.
- Provide reasonable modifications.
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity.
- Allow a voluntary leave of absence.

- Ensure lactation space availability.
- Maintain a Resolution Process for alleged discrimination.
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.

The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

Reasonable Modifications

Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to the Illinois College's education program and activity. Any student seeking Reasonable Modifications must contact the Title IX Coordinator to discuss appropriate and available Reasonable Modifications based on their individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible, although retroactive modifications may be available in some circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the offered Reasonable Modifications. Not all Reasonable Modifications are appropriate for all contexts.

Reasonable Modifications may include:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Access to online or homebound education
- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- A larger uniform or other required clothing or equipment
- Other changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations such as 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. Students are encouraged to work with their faculty members and the Illinois College's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementation as needed.

Supporting documentation for Reasonable Modifications will only be required when it is necessary and reasonable under the circumstances to determine which Reasonable Modifications to offer to

determine other specific actions to take to ensure equal access.

Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide the Reasonable Modification.

Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. The Title IX Coordinator will consult with the Coordinator of Disability Resources to ensure the student receives reasonable accommodations for their disability as required by law.

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 and parenting 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. The Title IX Coordinator will collaborate with the Chair of the Nursing Department or the Chair of the Education Department when students seeking modifications are entering or currently participating in clinical rotations or student teaching, respectively.

Certificate to Participate

All students should be informed of health and safety risks related to participation in academic and co-curricular activities, regardless of pregnancy status. A student may not be required to provide health care provider or other certification that the student is physically able to participate in the program or activity, unless:

1. The certified level of physical ability or health is necessary for participation;

2. The institution requires such certification of all students participating; and
3. The information obtained is not used as a basis for pregnancy-related discrimination.

Lactation Space Access

The Illinois College provides students and employees with access to lactation spaces that are functional, appropriate, and safe. Such spaces are regularly cleaned, shielded from view, and free from the intrusion of others.

Lactation spaces are located in the following locations:

- Tanner Hall - Basement, East end of hallway
- Lincoln Hall - HUB, Room 1096

Access the EMS reservation system through the College's SSO to reserve a lactation space.

Leaves of Absence

1. Students

Students are permitted to take a voluntary leave of absence for a reasonable time as deemed medically necessary by their health care provider because of pregnancy and/or the birth, adoption, or placement of a child. The leave term may be extended in the case of extenuating circumstances or medical necessity. While registered under that status, students who choose to take a leave of absence under this policy can elect to continue residing in Illinois College housing, subject to the payment of applicable fees.

To the extent possible, Illinois College will take reasonable steps to ensure that students who take a leave of absence or medical leave return to the same position of academic progress that they were in when they took leave, including access to the same or an equivalent course catalog that was in place when the leave began.

Continuation of students' scholarship, fellowship, or similar Illinois College-sponsored funding during the leave term will depend on the students' registration status and the policies of the funding program regarding registration status. Students will not be negatively impacted by or forfeit their future eligibility for their scholarship, fellowship, or similar Illinois College-supported funding by exercising their rights under this policy.

The Office of Student Financial Services can and will advocate for students with respect to financial aid agencies and external scholarship providers in the event that a leave of absence places eligibility into question.

In order to initiate a leave of absence, the student must contact the Title IX Coordinator at least 30 calendar days prior to the initiation of leave, or as soon as practicable. The Coordinator will assist the student in completing any necessary paperwork.

2. Employees

Information on employment leave can be found under the Parental Leave and FMLA policies outlined in the employee handbook on Connect2.

If an employee is not eligible for leave under the aforementioned leave policies because they either (1) do not have enough leave time available under either policy, or (2) have not been employed long enough to qualify for leave under either policy, they are eligible to qualify for pregnancy or related condition leave under Title IX. Pregnancy and related conditions will be regarded as a justification for a leave of absence without pay for a reasonable period of time.

Employees who take leave under Title IX must be reinstated to the status held when leave began or a comparable position without a negative effect on any employment privilege or right.

Revision of Policy

This Policy supersedes any previous policies addressing pregnant and parenting students. The Title IX Coordinator reviews and updates these policies and procedures regularly. Illinois College reserves the right to make changes to this document as necessary and required by law. Once those changes are posted online, they are in effect. All changes made within the last six (6) months are in blue text).

If government laws or regulations change or court decisions alter the requirements in a way that impacts this document, this document will be construed to comply with the most recent government laws, regulations, or court holdings.

This document does not create legally enforceable protections beyond the protections of the background state and federal laws that frame such policies and codes, generally.

Policy last revised August 1, 2024