Academic Policy

Policy Title: Guidelines for Assisting Students with Pregnancy and Parenting

Policy Number: 7005  Functional Area: Student Affairs

Effective: January 1, 2016
Date Last Amended/Reviewed: January 1, 2016
Date Scheduled for Review: July 1, 2023
Supersedes: New Policy
Approved by: Roderick Nairn
Provost and Executive Vice Chancellor for Academic and Student Affairs
Prepared by: Title IX office
Reviewing Office: Provost and Executive Vice Chancellor for Academic and Student Affairs
Responsible Officer: Provost and Executive Vice Chancellor for Academic and Student Affairs
Applies to: All Campuses

A. INTRODUCTION

1. Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex, which includes the guarantee of equal educational opportunity to pregnant and parenting students. Students cannot be discriminated against because of their parental or marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. In order to comply with Title IX the University provides these guidelines.

2. These guidelines set forth the protections that should be provided for pregnant and parenting students, including those with pregnancy-related conditions. The University strives to protect all students’ physical and psychological health, and their ability to complete their education. It also prohibits retaliation against any student or employee who complains about violations of these guidelines.

B. GUIDELINES
1. The University will assist pregnant and parenting students with planning for his or her continued academic progress.

2. The University will assist pregnant and parenting students with their return to the academic and educational environment.

3. The University will assist pregnant and parenting students with access to pregnancy and parenting resources that are available to all students.

4. Students may request accommodations due to pregnancy related disabilities from the University’s Office of Disability Resources and Services.

5. The University will require a pregnant or parenting student’s physician to certify physical and emotional fitness as a condition for participating in educational programs or activities only when such certification is required of students who experience other temporary disabilities requiring the attention of a physician. Thus, for example, a student who has been hospitalized for childbirth must not be required to submit a medical certificate to return if a certificate to return is not required of students who have been hospitalized for other reasons.

6. The University will allow a pregnant or parenting student to participate fully in all educational programs and activities, unless the student’s physician or other medical caregiver certifies that participation is not medically safe.

7. The University will allow a pregnant student who so chooses to continue to participate in a limited manner in all educational programs and activities, unless the student’s physician or other medical caregiver certifies that partial participation is not medically safe.

8. Medically necessary absences from educational programs or activities due to pregnancy shall be considered excused absences.

9. University faculty or staff shall not suggest to any student that his or her continued participation in an educational program or activity will be affected in any way by pregnancy, parental, or marital status.

10. The University will not allow a hostile or intimidating environment on the basis of pregnancy or parental status to exist. Acts or statements that are hostile toward pregnancy or parenting, or that shun or shame a student because the student is pregnant or parenting, will not be tolerated.

11. The University will not terminate or reduce a student’s financial aid because of the student’s pregnancy, marital or parental status during the term of the award.

12. Students may take a pregnancy leave and, at the end of that leave, will be allowed to return to the same academic and extracurricular status as before the leave began. Alternatives that are reasonable and responsive should be offered to the returning
student to make up missed work, such as retaking a semester, taking part in an online
course credit recovery program, and/or allowing the student additional time in a
program to continue at the same pace and finish at a later date.

13. The University will renew a pregnant, formerly pregnant, or parenting student’s
financial aid award, so long as the student meets all other eligibility requirements of
the award.

14. The University will not permit the use of any written or verbal contract that requires a
student not to get pregnant or become a parent as a condition of participating in
educational programs or activities or receiving a financial aid award.

15. The University will offer health benefits for pregnancy, including counseling,
physical examinations, medical treatment, and medication, to the same degree that
students who experience other temporary disabilities are provided these benefits.

16. Pregnant and parenting students who choose to continue to participate in educational
programs and activities will receive assistance in the same manner that such
assistance is provided to other students with temporary disabilities.

C. REPORTING

The University will not require any student to reveal pregnancy or parenting status and
will not require a pregnant student to produce a doctor’s note in order to stay in school or
participate in activities or other educational programs unless the same requirements to
obtain a doctor’s note applies to all students being treated by a doctor. The University
will work to create an environment that encourages the students to reveal pregnancy and
parenting status voluntarily, in order for the University to provide optimal support to the
student. Any individual who becomes aware of conduct that violates this policy should
report the conduct to the Title IX Coordinator. The Title IX Coordinator may be
contacted at 303.315.2567 or equity@ucdenver.edu.

Retaliation is specifically prohibited against anyone who complains about pregnancy or
parental status discrimination, even if the person was in error about the lawfulness of the
conduct complained about.

D. RELATED DOCUMENTS

US Department of Education, “Know Your Rights: Pregnant or Parenting? Title IX
Protects You from Discrimination at School”
http://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html. US
Department of Education, “Supporting the Academic Success of Pregnant and Parenting
Students.” http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf
Dates of official enactment and amendments:

History:
Format modified on June 20, 2018 to reflect a 2018 Campus-wide effort to recast and revitalize various Campus policy sites into a standardized and more coherent set of chaptered policy statements organized around the several operational divisions of the university. Reporting contacts updated on August 28, 2018.

Initial Policy Effective Date: January 6, 2016

Cross References/Appendix:
University Policy Framework and Hierarchy: