

PS No 88: Pregnant and Parenting Students Policy

(New Policy)

August 29, 2021

Asking Campus to:

Approve the new proposed policy.

Additional Considerations:

LSU has the following:

- Has a Pregnancy and Parenting Website that is a subset of their Title IX website at <https://www.lsu.edu/titleix/pregnancy-parenting.php> that has a link to their Pregnancy and Parenting Program website at <https://www.lsu.edu/pregnancy-parenting/index.php>.
- Has pregnancy information for students at <https://www.lsu.edu/titleix/docs/studentspregnancyhandout.pdf>.
- Has pregnancy information for faculty and staff at <https://www.lsu.edu/titleix/docs/facultypregnancyhandout.pdf>.
- Does not have a pregnancy and parenting policy in their policy statements.

Thanks to Angela Greaud and Cassie Jobe-Ganucheau for their additional research.



**POLICY STATEMENT 88
PREGNANT AND PARENTING STUDENTS' POLICY**

POLICY DIGEST

**Primary Monitoring Unit: Title IX
Secondary Monitoring Unit: Disabilities Services
Initially Issued: Draft July 14, 2021
Last Revised: --**

I. 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 pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, from participating in any part of an educational program. Therefore, LSU Eunice, its employees and pregnant students will follow the protocols and procedures set forth in the policy below, and this policy shall also be incorporated herein and as applicable to the Student Handbook and Faculty Handbook.

II. POLICY STATEMENT

In accordance with the Pregnant and Parenting Student Civil Rights outlined by the U.S. Department of Education's Office of Civil Rights (OCR), LSU Eunice must excuse a student's absence because of pregnancy or childbirth for as long as the student's physician deems the absences medically necessary. In addition, when a student returns to school, the student must be allowed to return to the same academic and extracurricular status as before the medical leave began. Students enrolled in courses, fellowship, or clinical rotation during or after pregnancy may face unique challenges regarding attendance and the ability to be absent from the site. Pregnant and parenting students who are in the midst of courses, clinical rotation or internship should work with the Clinical Coordinator/Program Directors, Disability Services Coordinator, Dean of Students, or Title IX Coordinator, as applicable to address challenges unique to the students' situation. Students on or entering clinical rotation should also contact Clinical Coordinators/Program Directors as schedules can be rearranged.

III. GENDER EQUITY

LSU Eunice will not tolerate discrimination, harassment, misconduct or retaliation of any form, especially towards pregnant and/or parenting students. Such behavior is in violation of LSU Eunice's Sexual Misconduct and Non-Discrimination Policies (LSU Eunice [PS-11](#), [PS-30](#), and LSU Permanent Memoranda [\(PM\)-73](#)).

IV. ACCOMMODATIONS

As required under Title IX, a pregnant or parenting student seeking new academic accommodations is asked to provide medical information outlining the need for accommodation

41 before such accommodations will be considered and/or granted. Such documentation should be
42 submitted to the Title IX Coordinator of the Disability Services Coordinator and include
43 information from a treating physician regarding the type of accommodations needed. LSU
44 Eunice requires pregnant students or students who have given birth within the past six (6)
45 months to submit medical certification for school participation if the student is requesting
46 assistance/accommodations.

47 With proper documentation, students who are pregnant or have given birth within six (6) months
48 will be entitled to accommodations. The accommodations vary pertaining to the condition of
49 pregnancy, medical documentation, as well as the academic program in which the student is
50 enrolled. To ensure a pregnant student's access to their education, when necessary, the
51 University's faculty and staff must make modifications that are reasonable and responsive to the
52 student's temporary pregnancy or post pregnancy status. For example: allow for frequent trips
53 to the water fountain or restroom, modify seating arrangements as necessary including
54 providing student with a larger desk, allow time off for breast pumping, allow extra time if
55 medically necessary to complete tasks. In addition to allowing a pregnant student to attend
56 classes, LSU Eunice will make allowances for extra-curricular activities. The pregnant student
57 will have the ability to participate in student groups and other school-sponsored activities.

58 Title IX requires LSU Eunice to excuse a student's absences due to pregnancy or related
59 conditions, including recovery from childbirth, with medical approval. LSU Eunice may offer the
60 student alternatives to making up missed work such as retaking a semester, taking a leave of
61 absence, or allowing the student additional time in a program to continue at the same pace,
62 provided the student will be able to graduate in the amount of time directed by the programmatic
63 accreditors. When applicable, the Dean of Health Sciences and Business Technology and the
64 Clinical Coordinators/Program Directors will be involved in outlining options for students on
65 clinical rotation at the time of their leave. While LSU Eunice staff will outline options for the
66 student, the student shall decide what option best fits their needs.

67 Faculty that have their own policies about class attendance and make-up work must make sure
68 their policies do not conflict with Title IX rights. LSU Eunice must ensure that the policies and
69 practices of individual instructors do not discriminate against pregnant students. For example, a
70 faculty member may not refuse to allow a student to submit work after a deadline or make up an
71 exam that was missed because of absences due to pregnancy or childbirth. Additionally, if an
72 instructor's grading is based in part on class attendance or participation, the student should be
73 allowed to earn the credits missed so that the student can be reinstated to the status they had
74 before the leave. Faculty and staff must be aware of and follow Title IX requirements for
75 pregnant and parenting students and are encouraged to work with the Title IX Coordinator to
76 discuss any concerns.

77 Faculty and staff must refer any student seeking accommodations due to pregnancy or
78 parenting to the Title IX Coordinator or the Disability Services Coordinator. Clinical Rotations
79 Coordinators should also refer students on or entering into clinical rotations to the Dean of
80 Health Sciences and Business Technology or the Program Director.

81 **V. RESOURCES**

82 [Pregnancy Information for Faculty and Staff](#)

83 [Pregnancy Information for Students](#)