

313. Pregnant and Parenting Students

A. Any member of the University of Phoenix (UOPX) community may report a violation of this policy to any supervisor, manager, or to the Title IX Coordinator. The Title IX Coordinator is responsible for overseeing complaints of discrimination involving pregnant and parenting students. **(R1)**

The Title IX Coordinator for University of Phoenix is:
Bridget Beville, JD
TitleIX@phoenix.edu
602-557-1823

B. Overview:

Under the U.S. Department of Education's (ED) Title IX regulations, an institution that receives federal funding "shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom."

According to the ED, appropriate treatment of a pregnant student includes granting the student leave "for so long a period of time as is deemed medically necessary by the student's physician," and then effectively reinstating the student to the same status as was held when the leave began.

This generally means that pregnant students will be given an opportunity to make up missed work wherever possible. Extended deadlines, make-up assignments (e.g., papers, quizzes, tests, participation, team assignments, and presentations), and incomplete grades that can be completed at a later date should all be employed.

C. Definitions:

Title IX Accommodation: Changes in the academic environment or typical operations that enable pregnant students or students with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of the University.

Title IX Extension: An up to five-week period after class ends that students can use to submit late work without penalty.

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 these conditions.

Pregnant Student/Birth Parent: refers to the student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

Supporting Documentation: Documentation from the student's physician or other qualified medical professional that includes the student's name, evidence of the pregnancy or pregnancy-related condition and the dates on which they occurred. Examples include, but are not limited to, hospital discharge paperwork, a signed letter from the doctor, medical appointment paperwork, ultrasound picture, temporary birth certificate.

D. Reasonable Title IX Accommodations for Students Affected by Pregnancy, Childbirth, or Related Conditions

1. Faculty and staff will not require students to limit their studies as the result of pregnancy or pregnancy-related conditions.
2. Students with pregnancy-related conditions are entitled to reasonable Title IX accommodations so that they will not be disadvantaged in their course of study and may seek assistance from the Title IX Office.

3. Reasonable Title IX accommodations include, but are not limited to:

- a. Extending deadlines and/or allowing the student to make up tests or assignments (including participation and team assignments) missed for pregnancy-related absences;
- b. Excusing medically necessary absences (which must be granted irrespective of classroom attendance requirements.) Medically necessary absences require supporting documentation.
- c. Students immediately receive in-class accommodations upon disclosure of a pregnancy or pregnancy-related condition. Any additional time granted after the course ends must be approved.

E. Title IX and ADA Accommodations

Occasionally students are entitled to both Title IX accommodations and reasonable accommodations on the basis of disability due to pregnancy complications and/or a co-existing permanent diagnosis. In these instances, the student will receive the benefit of both policies as appropriate. The Title IX and Disability Services Offices work together to ensure students are accommodated and faculty receive necessary guidance and support.

F. Faculty Responsibilities Upon Disclosure of a Pregnancy or Pregnancy-Related Conditions

Upon disclosure of a pregnancy or pregnancy-related condition, faculty must refer the student to the Title IX office and:

1. Inform the student they are entitled to in-class accommodations.
 - a. It is not necessary to collect any supporting documentation from the student or wait for approval while the course is in progress. Reasonable Title IX accommodations apply upon disclosure and for the entire course.
 - b. In-class accommodations are retroactive. If the student discloses the last week of class, they can make up late work for the entire class. If late penalties have already been deducted for any assignment, those points must be returned.
 - c. Students may not re-submit work already completed for a better grade. They may only receive extensions on due dates for assignments that have not been submitted.
2. Allow the student to submit late work without penalty for all assignments.
3. Allow the student the opportunity to make up participation points and learning team assignments. Alternate assignments with equal point values are acceptable.
4. Work with the student directly to develop a modified schedule for submitting work.

Students are allowed to submit outstanding course work up to four (4) days after the course end date. If all outstanding work is received by the four-day deadline, faculty must grade the work and post a final grade for the course.

G. In-Progress Extension (IX)

If a student needs additional time beyond the four-day extension to submit work, they may request an in-progress extension (IX) under Title IX. In-progress extensions are a specific type of incomplete grade and students and faculty are required to follow this policy in order to process an IX grade under Title IX.

Students may receive an additional five weeks to complete coursework if an IX grade is approved. **If the IX is not approved, the student's current grade stands.**

The Title IX Office determines whether supporting documentation is sufficient to approve an IX. Once supporting documentation is reviewed and deemed satisfactory, the Title IX Office will work with classroom operations to process the IX and notify the faculty to post the IX grade with the 5-week extension deadline date. Students are required to complete all work by that date and notify faculty when coursework has been submitted.

H. Modified Academic Responsibilities for Parenting Students

1. Students with child caretaking/parenting responsibilities because of the birth of a child may request a Title IX accommodation period during the first six weeks from the time the child entered the home. Extensions may be granted when additional time is required by medical necessity or extraordinary caretaking/parenting responsibilities.
 - a. Students whose spouse or partner gives birth may receive accommodations for up to six weeks after the birth of the child. Proof of birth is required for accommodations to be approved.
2. During the modification period, the student's academic requirements will be adjusted, and deadlines postponed as appropriate, in collaboration among the Title IX Office, the student's academic counselor and course faculty.
3. Students should work directly with course faculty to submit late work and must communicate to faculty when that work has been completed and ready to be graded.
4. If for any reason students are not able to work with their course faculty to obtain appropriate modifications, students should notify the Title IX Office as soon as possible so they can help facilitate needed modifications.

I. Retaliation and Harassment

1. University faculty and staff are prohibited from interfering with students' rights to take leave, seek Title IX accommodation, or otherwise exercise their rights under this policy.
2. University faculty and staff are prohibited from retaliating against students for exercising their rights articulated by this policy, including imposing or threatening to impose negative educational outcomes because students request leave or modification, file a complaint, or otherwise exercise their rights under this policy.
3. Faculty who do not follow this policy and provide reasonable Title IX accommodation once a student discloses pregnancy or a pregnancy-related condition may be in violation of the Faculty Code of Conduct and disciplined accordingly.

J. Financial Aid Implications

Students receiving an accommodation pursuant to this policy must still maintain Satisfactory Academic Progress (SAP) and are responsible for repayment of financial aid funds received. Students should contact their Finance Advisor with any questions related to financial aid funds.

RATIONALE

R1. The University recognizes its responsibility to adhere to Title IX of the Education Amendments of 1972 and complies with all applicable laws and regulations regarding non-discrimination and equal opportunity. All students must be afforded equal opportunity to participate in the learning process.

EXCEPTIONS

There are no documented exceptions to this policy.

PROCEDURES

Requesting an In-Progress Extension (IX)

a. Students:

1. Must inform their faculty member, appropriate University representative, or the Title IX Office *and* provide supporting documentation **within four days of the end of the course** if they need additional time beyond the course to complete coursework due to pregnancy or a pregnancy-related condition.

2. Must complete all missing assignments for the course within the five-week, IX grade extension period and inform the faculty member when the assignments have been submitted and are ready to be graded.

b. Faculty:

1. Must submit the following information via email to Title.IXUOP@phoenix.edu

Subject Line: Title IX Extension Incomplete Grade Request

Per the University's Pregnant & Parenting Student Policy, the following student has requested an Incomplete in order to submit work after the end of class due date:

Student Name:

Student IRN:

Course:

Start Date:

End Date:

Faculty Name:

2. Post the student's current earned grade while waiting for IX approval.

3. Upon approval from the Title IX Office, issue an IX grade with the deadline date.

4. Grade all outstanding assignments submitted by the student within the deadline without penalty.

5. Post a final grade.

If the IX is NOT approved, no further action is required and the student's initial grade stands.

RELATED POLICIES

302. Equal Opportunity Harassment and Nondiscrimination

304. Student Code of Conduct

STAFF RESOURCES

[University Title IX Office](#)

[Title IX and VAWA Policy](#)