

311. Accommodations for Pregnancy, Parental Status, and VAWA Offenses

A. Overview

The University does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including sex discrimination based on pregnancy or related conditions or parental status. **(R1)**

Under the Violence Against Women Act (VAWA) amendments to the Clery Act, the University must respond when any member of the campus community discloses dating violence, domestic violence, sexual assault, or stalking, offenses considered sex-based harassment under Title IX. This policy is intended to cover students who disclose they are victims of these offenses but those offenses have not occurred within the University's Clery geography.. **(R2)**

Any person may report a violation of this policy to the Title IX Coordinator. The Title IX Coordinator coordinates the University's efforts to comply with its responsibilities under Title IX and retains ultimate oversight over those responsibilities.

The Title IX Coordinator for University of Phoenix is:
Bridget Beville, JD
TIXC@phoenix.edu
602.557.1823

B. Definitions

Parental Status:

Includes a biological parent, an adoptive parent, a stepparent, or a legal custodian or guardian.

1. Students with new parental status because of the birth of a child may request Title IX Accommodations during the first six weeks from the time the child enters the home.
2. Students whose spouse or partner gives birth may receive Title IX Accommodations for up to six weeks after the birth of the child.

Pregnancy or Related Conditions:

1. Pregnancy, childbirth, termination of pregnancy, or lactation;
2. Medical conditions related to pregnancy, childbirth, termination of pregnancy or lactation; or
3. Recovery from pregnancy, childbirth, or termination of pregnancy..

Title IX Accommodations:

Modifications to policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to any University education program or activity. Title IX Accommodations are:

1. Based on the student's individualized needs;
2. Provided after consultation with the student;
3. May include, but are not limited to, excusing medically necessary absences, granting extensions of time for coursework and exams, or make up tests or assignments; and
4. Do not fundamentally alter the nature of the University's education program or activity.

Supporting Documentation:

Documentation that is necessary and reasonable to determine whether the student is eligible for Title IX Accommodations and which Title IX Accommodations are reasonably necessary.

VAWA Offenses:

Dating violence, domestic violence, sexual assault, and stalking as defined in Appendix A of the Sexual Violence Prevention section of the University's Campus Safety Policies at <https://www.phoenix.edu/content/dam/edu/about/doc/vawa-policies.pdf>

C. Disclosure of Pregnancy or Related Conditions, Parental Status or VAWA Offenses

Upon disclosure of pregnancy or related conditions, parental status or one or more VAWA offenses, faculty and staff must refer students to the Title IX Office and inform students the Title IX Office will coordinate any Title IX Accommodations granted.

Faculty will be notified of any approved Title IX Accommodations by the Title IX Office and are required to implement them immediately upon notice.

D. Determination of Title IX Accommodations

After consultation with the student, the Title IX Office determines whether the student is eligible for Title IX Accommodations and which, if any, will be provided to the student.

Approved Title IX accommodations will be specified on both the notification to the student and the faculty at the start of the course or upon approval if requested after the course has begun. Title IX Accommodations are not provided for courses completed prior to approval.

Students who receive extended time as an accommodation are provided with reasonable additional time to complete their coursework per the Extended Time and In Progress IX Accommodations policy. Extended time accommodations are retroactive for the course in which they are approved. If a student discloses the last week of class, they can make up late work for the entire course. However, students may only receive extended time for assignments that have not already been submitted and cannot re-submit work already completed for a better grade.

E. In-Progress Extension (IX) Grade

A student who needs additional time to complete coursework beyond the course end date may request an In Progress Extension (IX) from the Title IX Office consistent with the Extended Time and In Progress IX Accommodations policy. An IX is an incomplete grade and students do not earn credit for the course until a final grade is posted at the end of the extension period.

The Title IX Office determines whether supporting documentation is sufficient to approve an IX. If approved, both the student and the faculty will receive notice of a new course completion date. Students are required to complete all coursework by that date and notify faculty when coursework has been submitted. An IX grade will default to an F grade when the course exceeds its expiration date and no grade has been submitted.

If the IX is not approved, the student's current grade stands.

F. Excused Absences

Students may submit a request for an excused absence due to Pregnancy or Related Conditions, Parental Status or VAWA offenses with supporting documentation that deems the absence(s) necessary. The Title IX Office approves or denies the request.

G. Students eligible under both Title IX and ADA

Occasionally students are entitled to both reasonable modifications under Title IX and reasonable accommodations on the basis of disability due to a co-existing diagnosis. In these instances, the Title IX Office and Student Accommodations Office work together to ensure the student receives the benefit of both as appropriate and both students and faculty receive necessary guidance and support.

H. Retaliation

University faculty and staff are prohibited from interfering with students' rights to take leave, to seek Title IX Accommodations, or otherwise exercise their rights under this policy. University faculty and staff are further 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 modifications, file a complaint, or otherwise exercise their rights under this policy.

I. Federal Financial Aid Implications

Students receiving modifications pursuant to this policy must still maintain Satisfactory Academic Progress (SAP) and are responsible for repayment of financial aid funds received. Additionally, students will not earn credit for a course until a final letter grade is posted. IX grades must convert to letter grades to be eligible for Title IV funding. Students should contact their Finance Advisor with any questions related to federal financial aid.

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.

R2. UOPX complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. § 1092(f)), or “Clery Act,” and the Violence Against Women Reauthorization Act of 2013 (VAWA) (42 U.S.C. 13701-14040), which amended the Clery Act.

EXCEPTIONS

There are no documented exceptions to this policy.

RELATED POLICIES

206. Course Attendance
208. Grades
302. Equal Opportunity Harassment and Nondiscrimination
313. Extended Time and In Progress IX Accommodations
Campus Safety Policies

STAFF RESOURCES

[University Title IX Office](#)