



Title: Guidelines for Assisting Students with Pregnancy and Parenting

Source: Provost's Office

Prepared by: Title IX Office

A handwritten signature in blue ink, appearing to read 'R. Nairn', with a horizontal line underneath.

Approved by: Roderick Nairn
Provost and Executive Vice President for Academic and Student Affairs

Effective Date: January 1, 2016

Replaces: NA

Applies: 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 1-844-CU-TITLE or TitleIX@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>