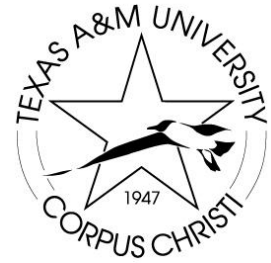


08.01.01.C1.02 Student Title IX Pregnancy and Parenting Support



Approved: September 27, 2016
Next Scheduled Review: September 27, 2021

Procedure Statement

Texas A&M University-Corpus Christi is committed to providing an environment free of discrimination and “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.” Moreover, the university is committed to assisting all students continue their education and maintain their academic progress.

Reason for Procedure

This procedure provides the process for supporting a student’s request for academic accommodations due to pregnancy, childbirth, and/or related health care. Further, this procedure addresses a student’s or instructor’s request for risk-reduction modification of programs/classes that may involve exposure to chemicals, radiation, or other circumstances that could harm an unborn child.

Procedures and Responsibilities

1. Student:

- 1.1. Excused Absences/Other Academic Support. Students requesting excused absences and/or other academic accommodations due to pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, are responsible for (1) informing their instructor and (2) submitting a written request to the Employee Development & Compliance Services Department (Title IX Coordinator/Deputy Coordinator).
- 1.2. The written request (email or memorandum) should include:
 - Student “A” number
 - Tentative dates of excused absences and/or other academic support requests
 - Names of instructors and course title/number
 - Appropriate documentation from a medical provider verifying the need for the

specific accommodations requested

2. Employee Development & Compliance Services Department (EDCS):
 - 2.1. EDCS shall receive and evaluate the request(s) in accordance with Title IX requirements and guidelines. If not otherwise provided, EDCS shall request from the student appropriate information regarding the student's courses, instructors, excused absence dates requested and/or other academic accommodations requested, and supporting medical information from the student's medical provider.
 - 2.2. Upon completion of the review, EDCS will submit a memorandum to the Associate Vice President for Academic Affairs stating whether or not the request(s) meets Title IX requirements and a list of approved accommodations. A courtesy copy (excluding medical information) will be provided to the Vice President for Student Engagement & Success and the Director, Environmental Health & Safety (EHS).
 - 2.3. Follow up requests for further excused absences and/or support will be submitted to the Associate Vice President for Academic Affairs as occasioned.
3. Associate Vice President for Academic Affairs (AVPAA):
 - 3.1. The Associate Vice President for Academic Affairs will provide written notice to the student's instructors or other appropriate officials of the approved excused absence date(s) and/or other accommodation, with the stipulation that if an instructor's grading is based in part on class attendance or participation, the student should be allowed to earn the credits they missed so that they can be reinstated to the status they had before the absence.
 - 3.2. The AVPAA coordinates with and assists the instructors or other appropriate university officials in addressing special circumstances and/or other support requirements, in consultation with the Title IX Coordinator or Deputy Coordinator.
4. Instructors:
 - 4.1. Pregnant students and recent birth parents should be given an opportunity to make up missed work when possible. Extended deadlines, makeup assignments, and incomplete grades should be considered as appropriate, with proper approvals when required.
 - 4.2. Instructors should discuss with the student available options. If the student is in a Graduate Program, the student and/or the instructor should also discuss the options with the Program Coordinator. All students who are requesting a grade of "incomplete" should refer to the Student Handbook for further direction and guidance.
 - 4.3. Absences due to pregnancy or childbirth will be excused for as long as is deemed medically necessary by the student's medical provider. To the extent possible, these students should be returned to the same position of academic progress that they were in

when they took leave or other academic accommodations. However, accommodations for pregnancy/childbirth do not require the institution to fundamentally alter program requirements.

5. General Support Guidelines

- 5.1. In situations in which a leave of absence or other academic accommodation would cause a fundamental alteration or a course/program, EDCS, the Associate Vice President for Academic Affairs, and the Vice President for Student Engagement & Success will work with appropriate faculty, program staff (if necessary), and the student to identify an alternative path to completion, if possible. In instances when a student may not be able to return to classes due to extended absences, the student can initiate a medical withdrawal through the Registrar's office, with support from the Student Engagement & Success Division if required.
- 5.2. Questions concerning financial aid, tuition, housing and/or other matters arising from extended absences will be resolved in accordance with respective procedures.

6. Infant and Parent Health Care

- 6.1. Students will work with their instructors to request excused time off for routine, short-term support of infant and parent health care matters and resume regular class attendance as quickly as possible. If students are unsuccessful in receiving support through informal discussions with their instructors, they may contact EDCS in accordance with section 1 above.

7. Risk-Reduction Due to Exposure to Chemicals, Radiation or Other Circumstances

- 7.1. Some university programs and/or classes may involve exposure to chemicals, radiation, or other circumstances that could harm an unborn child. In these cases, pregnant students or students planning to become pregnant should consult their health care provider to determine what, if any, additional precautions are needed based on their individual situation.
- 7.2. It is the responsibility of students to communicate their needs to the instructor and the Director, Environmental Health & Safety, as soon as possible to identify risk-reduction measures. While the university cannot require pregnant students or students who plan to become pregnant to notify the university, doing so helps ensure that the university can take appropriate steps to ensure the health of both the parent and the unborn child.
- 7.3. Additionally, if an instructor has concerns regarding possible environmental, safety or other circumstances that could harm an unborn child, the instructor should contact the Director, Environmental Health & Safety, to discuss alternatives and/or risk reduction measures.

8. Training Education/Information

Information regarding this procedure will be provided on the university's website, in Student and Faculty Handbooks, and during appropriate student, staff and faculty orientations and meetings. Additionally, periodic notices about TAMU-CC's procedures will be sent to students, faculty, and staff.

9. Monitoring/Compliance Review

Texas A&M University-Corpus Christi will monitor the implementation of this procedure on a semester basis. EDCS is responsible for maintaining records relating to requests for support under Title IX. Reports of the number and type of requests received and processed, and any systemic issues/concerns identified, will be provided to senior administration on no less than an annual semester.

Related Statutes, Policies or Rules

[System Policy 08.01, Civil Rights Protections and Compliance](#)

[System Regulation 08.01.01, Civil Rights Compliance](#)

[University Rule 08.01.01.C1, Civil Rights Compliance](#)

Contact Office

Contact for interpretation and clarification: Employee Development & Compliance Services
Department
(361) 825-5826