



# **Pregnant and Parenting Student Policy**

## 1. Purpose

DeVry is committed to creating a community where all individuals enjoy freedom from discrimination on the basis of sex, as required by Title IX of the Education Amendments of 1972 (Title IX). Sex discrimination includes discrimination based on childbirth, false pregnancy, termination of pregnancy, and recovery from these conditions. This policy is established to ensure the protection and equal treatment of individuals based on childbirth, false pregnancy, termination of pregnancy, and recovery from these conditions.

## 2. Scope

This policy applies to all students and applicants in all aspects of DeVry's programs, including, but not limited to admissions, educational programs and activities, student leadership opportunities, and extracurricular activities.

## 3. Terminology

The following definitions are provided to clarify the terminology used throughout this policy.

- a. **Medical Necessity** is a determination made by a health care provider (of the student's choosing) that a certain course of action is necessary for the student's health or to treat a diagnosed medical problem.
- b. **Parenting** is the raising of a child by the child's parents in the reasonably immediate post-partum period.
- c. **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.
- d. **Reasonable Accommodations** are changes in the academic environment that enables pregnant students or students with pregnancy-related conditions to continue to pursue their studies.

## 4. Accommodation Requests

A student who foresees any educational issues related to a pregnancy is encouraged to notify the Title IX Coordinator as soon as possible. The choice to declare a pregnancy is voluntary. By doing so, the student and the Title IX Coordinator can collaborate and develop an appropriate plan for the continuation of the student's education in light of the unique nature of the University's programs, as well as particular challenges the student may face while pregnant or when recovering from childbirth.

Reasonable adjustments can be made by faculty to assist students. Faculty must notify the Title IX Coordinator of any pregnancy-related accommodation requests. Students may also contact the Title IX Coordinator directly to implement accommodations or to report concerns with receiving accommodations. DeVry's Title IX Coordinator may partner with the Office of Student Disability Services to implement services and support. The Title IX Coordinator can be contacted at [TitleIX@devry.edu](mailto:TitleIX@devry.edu).

## 5. Reasonable Accommodations

Each accommodation request will be evaluated on its own merits as pregnancy, childbirth, and related conditions differ between individuals. Nothing in this policy requires modifying the essential elements of any academic program. Accommodations will be determined through an interactive process with the Title IX Coordinator, the student and faculty. Accommodations will be documented and adjusted as needed. Reasonable accommodations include, but are not limited to:

- a. Extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences;
- b. Providing alternative assignments for coursework requiring participation, if possible (such as threaded discussions or group projects).
- c. Allowing breastfeeding students reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible. A bathroom stall does not meet this requirement;
- d. Offering remote learning options such as attending an onsite class via WebEx or moving course sections to an online format (required bedrest for example);
- e. Accommodations to protect the health and safety of the student and/or pregnancy (such as maintaining a safe distance from hazardous material).

## 6. Academic Break

DeVry colleagues should not require a student to take an academic break, withdraw, or limit their studies due pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery from these conditions. An academic break due to pregnancy may be for various amounts of time depending on a student's particular circumstances. An enrolled student may elect to take an academic break for up to one academic year (two semesters) due these conditions and upon return, will be reinstated in the same status as when the break began subject to reasonable administrative requirements.

Depending on the circumstances, a student's academic break may result in the student being required to complete courses in a future term. Student's standing in the program will be maintained for an academic break extending beyond 12 months on a case by case basis and depending on administrative requirements when a longer absence is medically necessary. If taking an academic break due to a pregnancy, the student and the Title IX Coordinator will discuss and document an Education Plan. A student electing an academic break under this policy shall provide notice to the Title IX Coordinator thirty days prior to the intended break, or as soon as practicable. Students are encouraged to speak with their Student Support Advisor to discuss any impact to their financial aid while on break. The Education Plan will address the student's anticipated return date, any adjustments to the student's course and degree track. Colleagues should follow incomplete grade process outlined in the Grades Policy when a student is unable to complete the course due to a pregnancy-related condition.

DeVry recognizes pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery from these conditions not only affects the pregnant student, but may also have an impact on the student's partner. Partners of the birth-parent may elect to take an academic break for up to one month. A non-birth parent taking an academic break will return to good academic standing subject to reasonable administrative requirements.

## 7. Grievance Process

A student who has questions about this policy or who is concerned about implementation should contact the Title IX Coordinator at Title [IX@devry.edu](mailto:IX@devry.edu). DeVry will attempt to resolve any concerns informally by working with the parties involved. If a student is not satisfied with the informal process, the Title IX Coordinator or designee will initiate the investigation process outlined in DeVry's Sex and Gender-based Misconduct policy. At the conclusion of the investigation, the Title IX Coordinator, or designee, will reach a determination in lieu of a hearing or panel review.

## 8. Resources

### Housing and Urban Development

<https://www.hud.gov/#assistance>

HUD's mission is to create strong, sustainable, inclusive communities and quality affordable homes for all. HUD is working to strengthen the housing market to bolster the economy and protect consumers; meet the need for quality affordable rental homes; utilize housing as a platform for improving quality of life; build inclusive and sustainable communities free from discrimination, and transform the way HUD does business.

### 2-1-1

<http://www.211.org/>

An informational and referral database organized by United Way that provides information on community resources. An individual can call, text, or chat with a community resource specialist that can assist with locating a community resource.

### Childcare Center

<https://childcarecenter.us/>

Childcare Center is an online database of childcare centers, home daycare providers, nannies and babysitters across the United States.

### WIC (Women, Infants and Children)

<https://www.fns.usda.gov/wic>

WIC helps women and their children eat nutritious food. Eligible participants receive benefits to purchase a food package tailored to their needs and receipt of the benefits varies by state.

## 9. Revision History

Date	Version	Who made the changes?	Changes
06/2020	1.0	Paul Herbst	• New Policy