

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
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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) regardless of gender identity or expression

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

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Reasonable Title

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

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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.

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1. Must inform their faculty member, appropriate University representative, or the Title IX Office provide supporting documentation within four days of the end of the course if they need additional time beyond the course to complete course work 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.IX.UOP@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 Q is in


