

SUPPORT FOR PREGNANT AND PARENTING STUDENTS

Malone University is committed to creating a welcoming and accessible environment for pregnant and parenting students. *Title IX of the Education Amendments of 1972* prohibits discrimination based on sex in education programs or activities including academic, educational, extracurricular, athletic, and other programs or activities of schools. This prohibition includes discrimination against pregnant and parenting students. Students may request reasonable accommodations as a result of pregnancy, childbirth, or related conditions.

Confidentiality

Students are not required to inform faculty, staff or any member of the administration of their pregnancy or parenting status, unless they are seeking accommodations. The university wishes to create an environment that encourages voluntary sharing of this information, so that the university can provide support for the physical and mental health of the student. The Center for Student Success will work with a student's professors to arrange appropriate support. CSS will not share a student's information without their permission.

How do I request accommodation?

Academic accommodation requests should be directed to the Center for Student Success. They will discuss the pregnant or parenting individual's needs and may ask for documentation that supports the requested accommodations.

What accommodations may I request?

Specific accommodations will vary from student to student. Examples of accommodations may include:

- accessible seating in a classroom
- breaks during class, as needed
- rescheduling tests or exams
- excusing absences due to pregnancy or related conditions
- submitting work after a deadline missed due to pregnancy or childbirth
- allowing excused absences for parenting students (both male and female) who need to take their children to medical appointments or to take care of their sick children.

Classes and co-curriculars:

The university must allow you to participate in classes and other co-curricular activities even though you are pregnant. The student is responsible for all work (i.e. assignments, projects, labs, reports, memorandum, test, etc.) due in a course; however, they may need additional time to complete coursework. A student is required to, as much as possible, complete coursework on time, attend class and limit use of these accommodations. A student will communicate regularly with professors, including advising in advance or as close to the due date/time as possible that they will be turning in an assignment late and identifying when they anticipate turning it in. Alternatively, please understand that a professor may contact the student to set new deadlines for late work (e.g. "I see that you did not turn in Assignment 6 on Monday. I will expect it by Friday.").

They may not:

- require a doctor's note to allow you to participate unless they do so for all students who have a physical or emotional condition requiring treatment by a doctor
- require a doctor's note to allow you to return to classes or extracurricular activities following childbirth or other medical treatment related to your pregnancy unless they do so for all students who have received medical treatment.

The university must allow you to participate in classes and other extracurricular activities even though you are pregnant. In addition, they:

- **Must provide** reasonable accommodations based on your pregnancy or related to medical conditions in order to meet your physical needs. For instance, providing a larger desk, elevator access, the ability to make frequent trips to the bathroom, or allowing you to miss class to pump and/or breastfeed your child. Accommodations vary based on the class structure. For example, courses that require hands-on experience (labs, clinicals) or significant group work will not be able to provide as many accommodations because these experiences are difficult to replicate or replace with equitable alternative assignments or work.
- **Must excuse** absences due to your pregnancy or childbirth if your doctor says it is medically necessary.
- **Must allow** you to return to the same academic and extracurricular status as before your medical leave began, which should include the opportunity to make up any work missed while you were out. If your grade is partly based on attendance your instructor must allow you to make up missed points for any absences related to your pregnancy or related medical condition.
- Contact the Title IX office/Student Development for further resources regarding your rights at 330-471-8273.

Malone University has several family restrooms that can accommodate moms and parenting students; such as in Regula Hall and Johnson Center.

Malone Support Services

Requests for Academic Support: Center for Student Success

Requests for Support: Student Development Office: 330-471-8273

Mental Health Support: Malone Counseling Center: 330-471-8711 (counselingcenter@malone.edu)

Spiritual/Pastoral Care: Office of Spiritual Formation: 330-471-8442

Food Pantry: 3rd Floor of the Barn (free food, toiletries, hygiene supplies)

Community Resources

- Canton, Ohio: Pregnancy Choices <https://pregnancychoicesforme.org/>
- Dear Colleague Letter: <https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201306-title-ix.html>
- US Dept of Education, Supporting the Academic Success of Parenting or Pregnant Students <https://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>
- Pregnant and Parenting Students' Rights Tool Kit: <https://nwlc.org/resources/pregnant-and-parenting-students-rights-2/>