

**PREGNANT & PARENTING STUDENT ACADEMIC ADJUSTMENTS POLICY
OFFICE OF INSTITUTIONAL COMPLIANCE**

SECTION I: POLICY OVERVIEW

Lincoln Memorial University's (LMU) Office of Institutional Compliance—via our Title IX team—is proud to serve our pregnant and parenting students. Under Title IX, pregnant and parenting students have rights regarding their access to education. If you are pregnant or parenting, Title IX protections and reasonable related academic adjustments include but may not be limited to the following:

- Guaranteed Access to Classes & School Activities
- Excused Absences and Medical Leave
- Protection from Harassment
- Access to Title IX Policies and Procedures

For detailed information relating to your rights as a pregnant or parenting student, visit the Office of Civil Rights' "[Know Your Rights: Pregnant or Parenting? Title IX Protects You From Discrimination At School](#)" webpage.

Contact LMU's Title IX Coordinator and Institutional Compliance Officer for pregnant and parenting student resources, support, and adjustments at titleix@lmunet.edu.

NOTE: Title IX does NOT cover disabilities or disability-related accommodations. Pregnancy is NOT a disability. Parental status is NOT a disability. For disability accommodations (as defined under the Americans with Disabilities Act) related to pregnancy and/or parenting-related conditions, contact Dr. Amanda Dunn, Director of Accessible Education Services (AES), at amanda.dunn@lmunet.edu. You may also review Accessible Education Services at this link. For further information related to pregnancy, disabilities, and disability accommodations, review the Equal Employment Opportunity Commission's (EEOC) "Pregnancy Discrimination and Pregnancy-Related Disability Discrimination" webpage.

SECTION II: SCOPE & APPLICABILITY

This policy applies to all LMU and JFWA students, employees, faculty, staff, and contractors and all LMU education programs or activities within the United States. LMU education programs and activities include locations, events, or circumstances over which LMU exercises substantial control. This includes conduct that occurs on LMU campuses and/or in any building owned or controlled by a student organization that is officially recognized by the University. This policy may apply to off-campus conduct outside of an LMU program or activity if the Title IX Coordinator determines the off-campus conduct has an impact on an LMU campus, program, or activity.

SECTION III: POLICY & PROCEDURES

Discrimination against any student or the exclusion of any student from participation in any part of a university education program or activity based on a student's actual or potential pregnancy is prohibited. These education programs and activities include, but are not limited to, classes, extracurricular activities, athletic programs, internships, fellowships, clinics, and labs. In this policy, "pregnancy" means pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

Excused Absences and Medical Leave

1. LMU will not require a student to limit her studies as the result of pregnancy. If the student wishes to take a leave of absence, LMU will assist the student in doing so.
2. A student's absences due to pregnancy must be excused regardless of an individual faculty member's attendance policy, so long as the student's physician deems the absences medically necessary.
3. Upon the conclusion of a medically necessary leave related to pregnancy, a student must be allowed to return to the same academic and extracurricular status as the student had prior to the leave.
4. A pregnant student must be allowed to make up any work missed due to medically necessary absences related to pregnancy when the student's medically necessary absences for pregnancy are completed. A student will be offered acceptable alternative arrangements to make up missed work. Examples of acceptable alternative arrangements include, but are not limited to, retaking a semester, switching to an online course of study (if available), or allowing the student additional time in a program to continue at the same pace and finish at a later date. These options will be addressed in the student's individual plan for continuing education.
5. If any part of a student's grade is based on class attendance or participation, a pregnant student must be allowed to make up the attendance or participation points for any time missed due to medically necessary absences for pregnancy.

Participation in Education Programs and Activities

1. When necessary to ensure a pregnant student's access to an education program or activity, the University must make reasonable adjustments responsive to the student's pregnancy status. These adjustments may include modifying the physical environment (such as accessible seating), appropriate restroom breaks, or mobility support (such as temporary access to elevators).
2. Any special services, exceptions, or assistance provided to students with temporary medical conditions must also be provided to pregnant students.
3. A pregnant student will only be required to obtain the certification of a physician that the student is physically and emotionally able to participate in an educational program or

activity when such certification is required of all students for other physical or emotional conditions requiring the attention of a physician. For example, a student who has been hospitalized for childbirth will not be required to submit a medical certificate to return from leave unless a certificate is required of students who have been hospitalized for other physical conditions.

4. The University may provide pregnant students with information or instructions of any health risks of participating in an educational program or activity, only if a description of those risks will also be provided to non-pregnant students.

Requesting Accommodation and/or Adjustments

1. Disclosure of pregnancy is voluntary, and it is the pregnant student's obligation to disclose and affirmatively seek any necessary accommodations and/or adjustments. Once a student discloses a pregnancy, the LMU will collaborate with the student to develop an appropriate plan for continuation of the student's education.
2. A student seeking accommodations or adjustments because of pregnancy should contact the Office of Title IX at (423) 869-7099 and advise the Office of Title IX that she needs pregnancy-related academic adjustments.
3. Pregnancy is not a disability. Parenting status is not a disability. However, if a student has a pregnancy and/or parenting-related condition that qualifies as a covered disability under the Americans with Disabilities Act (ADA), students may seek accommodations through the Office of Accessible Education Services by contacting the AES Director—Dr. Amanda Dunn—at amanda.dunn@lmunet.edu or via the AES website. The Title IX Coordinator and AES Director will collaborate to ensure any student that contacts either of them is forwarded to and supported by the appropriate office(s).
4. The Title IX Coordinator will request a letter from the student's physician providing dates on which the student's attendance must be excused and a statement that the absences are medically necessary.
5. The Title IX Coordinator will work with the student and any faculty members to create a plan for completion of course work and continuation of the student's education. Individual plans may be adjusted as circumstances change.

SECTION IV: REPORTING VIOLATIONS, DISCRIMINATION, & HARASSMENT

A person may report any violation of this policy, discrimination, and/or harassment to the Title IX Coordinator, (423) 869-7099 or titleix@lmunet.edu.