

## **Pregnant or Related Conditions Student Policy**

In accordance with Title IX, Southern Illinois University Carbondale prohibits discrimination based on a student's current, potential, or past pregnancy or related conditions. Title IX prohibits a university from discriminating against any student or excluding any student from an education program or activity, such as a class or extracurricular activity, because of a student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity. Pregnancy or related conditions include pregnancy, childbirth, termination of a pregnancy or lactation or medical conditions or recovery related to these conditions.

### **Title IX Coordinator**

Students who are pregnant or have a related condition may contact the Title IX coordinator at the following location:

Nick Wortman, Associate Vice Chancellor for Human Resources  
Southern Illinois University Carbondale  
0135 Woody Hall, 900 S. Normal Ave  
Mail Code 6520  
Carbondale, IL 62901  
(618) 453-6667  
[equity@siu.edu](mailto:equity@siu.edu)

### **Student Rights to Reasonable Modifications**

Students are entitled to continue participating in any course work or extracurricular activities while pregnant or with related conditions without requiring a doctor's note except as required by all students with a physical or emotional condition requiring treatment by a doctor. Students are entitled to reasonable modifications to an education program or activity to preserve their equal access to that education program or activity. The Title IX Coordinator (or designee) shall coordinate reasonable modifications for any student who is pregnant or has a related condition. Reasonable modifications are based on a student's individualized need after consultation with the student. Modifications that fundamentally alter the nature of an education program or activity are not considered reasonable modifications.

Reasonable modifications include, but are not limited to, breaks during class time to attend to any health needs associate with pregnancy or related conditions such as expressing breast milk, breastfeeding, eating, drinking, or using the restroom; intermittent absences to attend medical appointments; access to online or homebound education; changes in schedule or course sequence; extensions of time for coursework and rescheduling of tests and examinations; allowing a student to sit or stand; allowing a student to carry or keep water nearby; counseling; changes in physical space or supplies (such as a larger desk area or a footrest); elevator access; or other changes based on a student's individualized need. In addition, students who are pregnant or have a related condition may also voluntarily access any separate but comparable portions of a program or activity.

Students may also take a voluntary leave of absence that is deemed medically necessary by a licensed healthcare provider or as provided by any other leave options available at Southern Illinois University Carbondale, whichever is longer. Upon return from a leave of absence, the student shall be reinstated to the academic status and, to the extent practicable, to any extracurricular status that the student held immediately prior to the leave. Students receiving financial aid should consult with the Financial Aid Office prior to taking a leave of absence to obtain complete information regarding the effect that a leave of absence may have on their current and/or future aid. Students receiving external scholarships, grants, or other awards, should consult with the grantors of those funds, to determine any effects that a leave may cause.

Upon determining the necessary and appropriate accommodation(s), the Title IX Coordinator (or designee) shall inform faculty members, administration, and staff of the approved accommodations as needed to implement the accommodations. The Title IX Coordinator may consult with faculty or others as needed to find reasonable accommodations for a student who is pregnant or has a related condition. The University and its faculty and employees shall regard all information associated with an accommodation request under this policy as confidential and shall not share any such information except as needed to implement an accommodation. Faculty shall work with the Title IX Coordinator (or designee) and students who are pregnant or have a related condition to address the academic needs of those students.

### **Lactation Spaces**

The University provides lactation spaces across campus to ensure that a student may express breast milk or breast feed. Lactation spaces are clean locations which are shielded from view and free from intrusion by others.

### **Violations of this Policy**

Failure to reasonably accommodate a student as required by this policy violates the University's Title IX policy. Any such violations may be reported at the following locations:

Office of Equity and Compliance  
900 S. Normal Ave  
Woody Hall Room 478 Mail Code 4316  
Carbondale, IL 62901  
618-453-4807  
equity@siu.edu

### **ELECTRONICALLY @ SAFE.SIU.EDU**

**Office for Civil Rights (OCR)**  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, D.C. 20202-1100  
Customer Service Hotline #: (800) 421-3481  
Facsimile: (202) 453-6012

TDD#: (877) 521-2172  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)  
Web: <http://www.ed.gov/ocr>

**Office for Civil Rights (OCR)**  
U.S. Department of Education  
Chicago Office  
U.S. Department of Education  
John C. Kluczynski Federal Building  
230 S. Dearborn Street, 37th Floor  
Chicago, IL 60604  
Telephone: (312) 730-1560  
Facsimile: (312) 730-1576  
[Email: OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)