**Appendix for Student Accommodations Pertaining to Pregnancy, Childbirth, or Related Medical Conditions**

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq*., prohibits discrimination on the basis of sex – including pregnancy and parenting status – in educational programs and activities.

Students (including students whose employment and/or appointment status with the University is contingent upon their status as a student, such as resident assistants, graduate assistants, and work-study students) may request reasonable accommodations based on their general pregnancy-and childbirth-related needs, as well as accommodations based on medical conditions related to pregnancy complications both prior to and after the child’s birth. Such requests are coordinated by the Title IX Office. For accommodations for graduate and international students, the Title IX Office shall consult with the Dean’s Office of the Graduate School and International Education.

**Reasonable Accommodation of Students Based on Pregnancy, Childbirth, or Related Conditions**

Process for Requesting Reasonable Accommodations Based on Pregnancy or Childbirth

Students seeking a reasonable accommodation for their pregnancy or childbirth, both prior to and after the child’s birth, shall submit the request to the Title IX Coordinator via the Title IX website. The accommodation request will only be processed once all required information has been provided through the Title IX website.

Requests for reasonable accommodations under this Appendix will be evaluated on a case-by-case basis, through an interactive process, and will depend on medical need and academic requirements. Examples of reasonable accommodations may include, but are not limited to:

* accommodations to protect the health and safety of the student and/or the student’s pregnancy (such as allowing the student to maintain a safe distance from hazardous substances);
* modifications to the physical environment (such as accessible seating);
* mobility support;
* extending deadlines and/or allowing the student to make up exams or other assignments missed for pregnancy-related absences;
* providing remote learning options or recorded lectures;
* excusing medically-necessary absences;
* granting an educational leave of absence;
* granting time extensions to complete graduate programs;
* granting an incomplete in a course;
* modification of duties of a graduate assistantship or a temporary suspension of duties of a graduate assistantship.

Note: All students who are breastfeeding must be granted reasonable time, determined through the interactive Title IX process, and space to pump breast milk in a private, clean, and accessible location. Bathroom stalls do not satisfy this requirement. Lactation rooms that meet this requirement can be found on the campus map (campusmaps.uark.edu).

Process for Requesting Reasonable Accommodations for Pregnancy-Related Medical Conditions

Requests for accommodations for students and applicants for admission who are experiencing medical conditions related to their pregnancies shall be submitted to the Title IX Coordinator via the Title IX website. Requests for accommodation for medical conditions prior to the birth of the child shall be filed with the Title IX Office as soon as practicable. Requests for accommodations for medical conditions after the birth of the child shall be submitted thirty days prior to the birth of the child or as soon as practicable thereafter. Additional documentation, such as a Medical Statement Form, shall be required.

Where appropriate, the process of facilitating the accommodations may be coordinated by the University’s Center for Educational Access (CEA) in consultation with the Title IX Office. Information about CEA’s processes can be found on the CEA website: http://cea.uark.edu.

Contact information for CEA is as follows:

Center for Educational Access

209 ARKU University of Arkansas

Fayetteville, AR 72701

(479) 575-3104 (office)

(479) 575-7445 (fax)

(479) 575-3646 (tdd)

ada@uark.edu

Modified Academic Responsibilities

* Students who wish to remain engaged in their coursework while temporarily modifying their academic responsibilities because of pregnancy or the birth of their child may request an academic modification period of up to one semester beginning within the first six months of the child’s birth. Modifications of academic responsibilities may also occur throughout the duration of the pregnancy due to medical necessity. Extensions of the academic modification period after the child’s birth may be granted due to medical necessity.
* During a modification period, the academic requirements in the student’s courses may be adjusted and assignment deadlines postponed as appropriate. However, the student will continue to be expected to fulfill the core academic requirements of a course.
* Students seeking a period of modified academic responsibilities must consult with the Title IX Office, their instructors, and their academic advisor to determine which academic responsibilities will be suspended or modified. Program directors and/or department heads should be consulted and/or notified, especially if there are implications for graduation or licensure. The student will work with the Title IX Office, their academic advisor, and instructors to modify course assignments, lab hours, examinations, or other requirements and/or to reduce the student’s overall course load through seeking incompletes in courses, as appropriate. Instructors are required to provide accommodations to students that do not fundamentally alter the core academic requirements of a course. However, instructors are required to substitute portions of the course grade that are based on class participation or attendance which the student missed because of pregnancy or childbirth with alternate assignments.
* Students are entitled to full relief from academic responsibilities for at least six weeks after the child’s birth or due to medical necessity. Requests for more extensive relief can be made through the Title IX Office, as needed, in conjunction with individual instructors and academic advisors.
* Incompletes in academic courses under this policy are determined as part of the reasonable accommodations granted through the Title IX interactive process. When an incomplete is approved, due dates for completing course requirements must be no sooner than six weeks after the child’s birth. Longer periods may be appropriate based on medical necessity and are decided through the Title IX interactive process.  All course requirements must be completed within 12 months after the end of the term in which the incomplete was assigned.
* A graduate student who seeks academic modifications after their child’s birth should be allowed an extension of up to 6 months to prepare for and take candidacy or comprehensive exams, if a specific timeline is set by the academic program. Longer extensions may be granted for extenuating medical circumstances.
* A student can request modified academic responsibilities regardless of whether the student elects to take an academic leave of absence.
* While receiving academic modifications during a particular semester, the student will remain registered and retain benefits provided to all enrolled students.

Academic Leave of Absence

A student may elect to take an academic leave of absence for up to one academic year (including one Fall, Spring, and Summer) because of pregnancy and/or the birth of a child. Pursuant to Title IX, the University shall treat pregnancy and related conditions as a justification for an academic leave of absence for as long a period of time as is deemed medically necessary by a student’s physician. Therefore, the leave term may be extended in the case of extenuating circumstances or if medically necessary due to the health of the student.

Students who elect to take academic leave under this Appendix are not eligible for benefits normally accorded to enrolled students but may be able to elect to keep their student health insurance coverage subject to the payment of applicable fees and approval by the appropriate insurance authority.

Reinstatement from Leave of Absence

Upon return from leave, the student shall be reinstated to their academic program in the same academic standing as when the leave began. Graduate students shall receive an automatic time extension to complete their graduate degree equivalent to the approved leave of absence provided the student demonstrates currency of their knowledge in accordance with the Graduate School’s time extension policy.

Faculty, staff, or other employees shall not require a student to take an academic leave of absence, withdraw from or limit their studies due to pregnancy, childbirth, or related conditions.

Reporting Complaints

Any student who believes that they have not received an accommodation for which they qualify pursuant to this Appendix, or who believes they have been discriminated against on the basis of pregnancy, childbirth, or related medical conditions or retaliated against due to an accommodation request, should contact Equal Opportunity, Compliance & Title IX (OEOC) at (479) 575-4019 (voice), (479) 575-3646 (tdd), or oeoc@uark.edu.

Students who believe they have been denied access or accommodations required by

law due to medical conditions related to their pregnancy may be referred to the University’s Section 504/ADA Student Grievance Procedure, which is available at: http://cea.uark.edu/grievanceprocedure.php.

Any faculty, supervisor or other administrator who receives a written or oral complaint of discrimination, harassment or retaliation concerning pregnancy, childbirth, or related medical conditions shall promptly notify OEOC.