



University of Western States strives to create an accessible and inclusive environment for students who are pregnant or are experiencing a pregnancy-related condition. Discrimination or harassment based on pregnancy, a pregnancy-related condition, parental status, or other protected classes is prohibited by [Policy 1004 Nondiscrimination and Anti-harassment](#).

Scope

This policy applies to individuals who are participating in, or seeking to participate in, a UWS program or activity.

The office of human resources provides leave and/or workplace accommodations options for employees who are pregnant or are experiencing a pregnancy-related condition.

The office of student services provides assistance and guidance to students seeking options for pregnancy and pregnancy related conditions.

Definitions

For the purpose of this policy, pregnancy-related conditions include childbirth, miscarriage, abortion, false pregnancy, fertility treatment, lactation, and other health care circumstances related to pregnancy, or recovery from any of the aforementioned conditions.

Approved Leave

Students who are pregnant or experiencing a pregnancy-related condition are neither required to take, nor prohibited from taking, an approved leave.

Students may request approved leave using the process established in [Policy 1239 Continuous Enrollment, Approved Leave, Involuntary Leave, Withdrawal, Dismissal and Expulsion](#).

Academic Adjustments

Based on recommendations from a licensed health care provider, University of Western States provides reasonable academic adjustments for students who are pregnant or experiencing a pregnancy-related condition, including excusing absences related to pregnancy or a pregnancy-related condition.

Academic adjustments, including excused absences, may be implemented in online or in-person environments, including internship sites.

Requesting Academic Adjustments

A student requesting academic adjustments related to pregnancy or a pregnancy-related condition contacts the Title IX Coordinator or studentservices@uws.edu via email, and must provide documentation of a pregnancy or pregnancy-related condition from a licensed health care provider. UWS reserves the right to obtain a second opinion regarding any recommendations.



The Title IX Coordinator or designee then meets with the student for an intake meeting to collect required documents; discuss academic adjustments, excused absences, and other available support services; and review procedures related to the conclusion of academic adjustments for pregnancy or a pregnancy-related condition.

Support Services

University of Western States offers support services for students, without the need for documentation or disclosure of a student’s health status, including, but not limited to:

- Access to the lactation room on the UWS campus.
- Academic coaching and tutoring.
- [Student Assistance Program](#), which includes counseling services, resources and referrals for legal and financial services, webinars related to parenting and relationships, and other services for students.

Students may email studentservices@uws.edu for additional information about available support services.

Filing a Complaint

Reports of potential violations of this policy may be made by:

- Filing an electronic report using the [online reporting tool](#).
- Filing a written or verbal report with the Title IX Coordinator, Deputy Title IX Coordinator, or designee.

Title IX Coordinator	<p>Elena Howells Associate Vice President of Student and University Affairs Title IX Coordinator 503-847-2599 ehowells@uws.edu Office 248</p>
Deputy Title IX Coordinators	<p>Jenna Geracitano Director of Student Services, On-Campus Students Deputy Title IX Coordinator 503-847-2584 jgeracitano@uws.edu Office 218</p> <p>Rachel Hasse Director of Student Services, Online Students Deputy Title IX Coordinator 503-251-5738 rhasse@uws.edu Office 218</p>



Alleged violations of this policy are investigated in accordance with university procedures for [Policy 1004 Nondiscrimination and Anti-harassment](#).

Protection Against Retaliation

Retaliation is prohibited by university policy. Retaliation is any materially adverse action against a person who reports, complains about, or who otherwise participates in good faith in any manner related to this policy. Retaliation includes, but is not limited to, confirmed or implied behaviors or actions (including electronic or on-line activity) that intimidate, threaten, harass, or result in other adverse actions threatened or taken. An individual reporting prohibited conduct is entitled to protection from any form of retaliation following a report that is made in good faith, even if the report is later not substantiated based on the available evidence. Retaliation does not include good faith actions pursued in response to a report of prohibited conduct.

Any person who believes they have experienced retaliation under this policy should contact the Title IX Coordinator or Deputy Title IX Coordinators. The Title IX Coordinator or Deputy Title IX Coordinator may forward any complaint of retaliation to the appropriate office for handling. Retaliation may subject the person who retaliates to disciplinary action up to and including expulsion or termination.

Related Policies: [Policy 1004 Nondiscrimination and Anti-harassment](#)
[Policy 1016 Title IX Sexual Harassment](#)
[Policy 1202 Alternatives to Human Dissection Lab](#)
[Policy 1239 Continuous Enrollment, Approved Leave, Involuntary Leave, Withdrawal, Dismissal and Expulsion](#)

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