



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 workplace leave and/or accommodations options for employees who are pregnant or are experiencing a pregnancy-related condition.

The office of student success provides assistance and guidance to students seeking accommodations 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.

### **Temporary Withdrawal**

Students who are pregnant or experiencing a pregnancy-related condition are neither required to request, nor prohibited from requesting, a temporary withdrawal.

Students may request temporary withdrawal using the process established in [Policy 1239 Continuous Enrollment, Withdrawal, Dismissal and Expulsion](#).

### **Academic Adjustments**

Based on documentation 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 modifying course attendance requirements for pregnancy or related conditions.

University of Western States may modify course attendance requirements for medical reasons relating to pregnancy or related conditions for as long as a licensed health care provider says it is medically necessary. A student with a modified course attendance accommodation is permitted to make up the work, including attendance or participation points, that they missed while absent due to a pregnancy or pregnancy-related condition, without penalty.

Academic adjustments, including modified course attendance requirements, 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 [studentsuccess@uws.edu](mailto:studentsuccess@uws.edu) via email, and must provide documentation of a pregnancy or pregnancy-related condition from a licensed healthcare 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, modified course attendance requirements, and other available support services; and review procedures related to the conclusion of academic adjustments for pregnancy or a pregnancy-related condition.

### **Privacy of Title IX Records**

University of Western States is committed to ensuring that Title IX records are maintained confidentially as required by applicable law. The Family Education Rights and Privacy Act (FERPA) applies to student Title IX records. Please see [Policy 1232 Privacy and Confidentiality of Student Records \(FERPA\)](#) for more information.

To maintain confidentiality, documentation related to a pregnancy or pregnancy-related condition remains solely with the office of the Title IX coordinator and is retained only for the duration of the administrative need.

### **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 [studentsuccess@uws.edu](mailto:studentsuccess@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 UWS Safe App.
- Filing a written or verbal report with the Title IX coordinator or designee.



<b>Title IX Coordinator</b>	<b>Elena Howells</b> Associate Vice President of Student Affairs and Registration Title IX Coordinator 503-847-2599 <a href="mailto:ehowells@uws.edu">ehowells@uws.edu</a>
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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 online 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. The Title IX coordinator or their designee may forward any complaint of retaliation to the appropriate office. 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 1232 Privacy and Confidentiality of Student Records \(FERPA\)](#)  
[Policy 1239 Continuous Enrollment, Withdrawal, Dismissal and Expulsion](#)

**Keywords:** absence, abortion, childbirth, false pregnancy, fertility treatments, lactation, miscarriage, pregnancy, parental status, Title IX