

I. **SUL ROSS STATE UNIVERSITY**

II. *A Member of the Texas State University System*

SRSU Policy: Anti-Discrimination Policy for Pregnant and Parenting Students

III. SRSU Policy ID: APM 4.16

IV. Policy Reviewed by: Vice President for Student Affairs

V. Approval Authority: EC

VI. Approval Date: 2.9.2024

Next Review Date: 2.9.2027

POLICY

Sul Ross State University is committed to providing a welcoming learning environment for pregnant and parenting students through policies that protect academic rights guaranteed to these students under federal and state law.

PURPOSE AND SCOPE

This policy applies to students who are pregnant and parenting students. Parenting student is defined as a student who is the parent or legal guardian of a child under 18 years of age.

PROTECTIONS FOR PREGNANT AND PARENTING STUDENTS

Sul Ross State University and its faculty and staff may not require a pregnant or parenting student, solely because of the student's status as a pregnant or parenting student or due to issues related to the student's pregnancy or parenting, to:

- take a leave of absence or withdraw from the student's degree or certificate program;
- limit the student's studies;
- participate in an alternative program;
- change the student's major, degree, or certificate program; or
- refrain from joining or cease participating in any course, activity, or program at the institution.

Sul Ross State University allows pregnant or parenting students to:

- take a leave of absence for a period not less than the minimum period established by the Texas Higher Education Coordinating Board rule; and
- if in good academic standing at the time the student takes a leave of absence, return to the student's degree or certificate program in good academic standing without being required to reapply for admission.

PARENTING STUDENT LIAISON

The Dean of Students is the designated liaison for current and incoming Sul Ross State University students who are the parent or guardian of a child younger than 18 years of age. The liaison provides

students with information regarding support services and other resources available to parenting students, including:

- resources to access medial and behavioral health coverage and services and public benefits programs;
- parenting and childcare resources;
- employment assistance;
- transportation assistance;
- student academic success strategies; and
- other resources developed by the university to assist parenting students.

Students seeking a leave of absence due to parenting shall make a request for such leave to the Dean of Students.

ACCOMMODATIONS FOR PREGNANT STUDENTS

Sul Ross State University will, for reasons related to a student's pregnancy, childbirth, or any resulting medical status or condition:

- excuse the student's absence;
- allow the student to make up missed assignments or assessments;
- allow the student additional time to complete assignments in the same manner as the institution allows for a student with a temporary medical condition; and
- provide the student with access to instructional materials and video recordings of lectures for classes for which the student has an excused absence under this section to the same extent that instructional materials and video recordings of lectures are made available to any other student with an excused absence.

Students may also be entitled to other reasonable accommodations for limitations related to pregnancy, childbirth, and related conditions. This includes, but is not limited to, accommodations related to the health and safety of the student and the student's unborn child, such as allowing the student to maintain a safe distance from substances, areas, and activities known to be hazardous to pregnant women or unborn children.

PROMULGATION OF THIS POLICY

This policy will be posted on Sul Ross State University's website and made available annually to faculty, staff, and employees of the institution.

REFERENCES

Tex. Ed. Code § 51.982

Tex. Ed. Code § 51.9357

Title IX of the Education Amendments of 1972

34 C.F.R. § 106.57