

Guidance for Colleges/Faculty

Best Practices for Instructors of Pregnant and Parenting Students

- Additional policies created for specific colleges or programs must compliment University policy.
- Since pregnancy is considered a short term disability, no additional language need be added to syllabi besides the required Disability Policy:
 - **Policy statement for Section 504, Rehabilitation Act and Americans with Disabilities Act:** It shall be the policy of Cardinal Stritch University to comply with the [Section 504 Rehabilitation Act of 1973](#) and [Americans with Disabilities Act](#) and their regulations to the extent applicable to Cardinal Stritch University. Please refer to the Student Accessibility Services section of the Stritch website for information regarding services for students with disabilities (<http://www.stritch.edu/studentaccessibilityservices/>).
- Faculty and instructors seeking support interpreting appropriate accommodations should contact Student Accessibility Services: Bonaventure Hall Suite 1058 or 414-410-4828 or meschade@stritch.edu
- Treat pregnancy accommodation requests as you would any ADA request, and refer the student to Student Accessibility Services as soon as possible.
- Once you receive the Documented Individualized Accommodation List (DIAL) from Student Accessibility Services, discuss deadlines for make-up work with students. Returning students should have at least as much time to complete each assignment as other students had. Consider that returning students typically must catch up with the material while also negotiating new family responsibilities and health concerns.
- Remember that leave means that the student is on leave—not doing school work. Don't assume that a student on leave will be able to complete academic work during her time away. Any communication with the student during her leave term regarding make-up work or supplementary materials should make clear that the first priority is the student's health.
- Use flexible scheduling options. A student returning from leave or managing medical appointments may be less able to stop by for office hours or attend hastily scheduled meetings. Consider phone meetings or video chats, and schedule standing meetings so that the student may plan for them in advance.

This document includes information taken from the U.S. Department of Education, Office of Civil Rights, *Supporting the Academic Success of Pregnant and Parenting Students: Under Title IX of the Education Amendments of 1972* (June 2013).

<http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

Additionally, this Dear Colleague letter on the Office of Civil Rights website provides an effective summary of issues related to athletic participation and financial assistance for pregnant students:

<http://www2.ed.gov/about/offices/list/ocr/letters/colleague-20070625.html>

For more information, please contact Mike Schade in Student Accessibility Services (meshade@stritch.edu) or Tracy Fischer, Title IX Coordinator (tafischer@stritch.edu)