

## **Institute Procedures for Responding to Title IX Reports Involving Pregnant or Parenting Students**

### **Section 1. Introduction**

Title IX of the Education Amendments of 1972 is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities. Discrimination against any student, or the exclusion of any student from participation in any part of the Institute’s education program or activity, on the basis of a student’s actual or potential pregnancy is prohibited. For purposes of this procedure, “pregnancy” means pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

### **Section 2. Requesting Accommodation and Adjustments**

A student seeking accommodations or adjustments because of pregnancy should contact the Title IX Coordinator, April L. Woodward, at 216.421.7476 or [alwoodward@cia.edu](mailto:alwoodward@cia.edu) and advise that she needs pregnancy-related accommodations.

Disclosure of pregnancy is voluntary, and it is the pregnant student’s obligation to disclose and affirmatively seek any necessary accommodations and adjustments. Once a student discloses a pregnancy, the Institute will collaborate with the student to develop an appropriate plan for continuation of the student’s education.

Requests for modifications to academic requirements made by pregnant or parenting students must be given the same consideration as requests made by other students (e.g., if a student diagnosed with COVID -19 is given permission to attend class remotely, a pregnant student experiencing persistent morning sickness or with a child experiencing an extended illness should be given the same consideration).

### **Section 3. Institutional Response**

Upon receiving a request for excused absences/leave of absence, the Title IX Coordinator will request a letter from the student’s physician providing dates on which the student’s attendance must be excused and a statement that the absences are medically necessary.

Upon receiving a request for academic modifications, the Title IX Coordinator will review similar requests made by students receiving academic modifications for other temporary medical conditions.

The Title IX Coordinator will work with the student and any faculty members to create a plan for completion of course work and continuation of the student’s education. Individual plans may be adjusted as circumstances change.

### **Section 4. Reporting Violations**

A person may report any violation to the Title IX Coordinator at 216.421.7476 or [alwoodward@cia.edu](mailto:alwoodward@cia.edu).