Student Pregnancy and Postpartum Assistance and Accommodations Procedure

GETTING HELP

Students

. . . inquiring about lactation spaces available on campus or other resources for students with children
Resource Center for Students with Children
Smith Memorial Student Union, Suite 462 (4th Floor)
1825 SW Broadway
Portland OR 97201
Phone (503) 725-9878
http://www.pdx.edu/students-with-children/

. . . requesting physical accessibility to an on-campus space, ergonomic furniture in a classroom, or other accommodations for both “normal” and “abnormal” pregnancies
Disability Resource Center
116 Smith Memorial Student Union
503-725-4150
http://www.pdx.edu/drc

. . . requesting time off from classes, extensions on assignments, or leave from academic program
Contact your Instructor(s) or Advisor. If an instructor or advisor does not agree with a requested extension or leave, the student and/or the instructor should contact the Resource Center for Students with Children (RCSC)

. . . reporting a concern about discrimination or harassment on the basis of pregnancy, childbirth, or related medical conditions
Office of Equity and Compliance
503-725-5919
www.pdx.edu/diversity/office-of-equity-compliance

I. Procedure Statement

Portland State University (PSU) is committed to providing equal opportunities to all qualified students who are pregnant, have been pregnant, and/or are parenting.

II. Reason for Procedure/Purpose
PSU is committed to supporting students who are or have recently been pregnant, and/or students who are parenting, so that they can meet their educational goals. We are committed to creating an environment that provides equal access to educational benefits and program participation, and that respects all pregnancies and parenting decisions.

According to the Title IX regulations, pregnancy discrimination is prohibited in admissions, hiring, coursework accommodations and completion, pregnancy leave policies, workplace protection, and health insurance coverage in educational programs and activities. Additionally, under the Americans with Disabilities Act (ADA), complications arising from pregnancy and some postpartum conditions may constitute a disability. The Disability Resource Center (DRC) will evaluate and provide accommodations accordingly.

To that end, PSU will provide reasonable and appropriate adjustments and flexibility, upon request, to students based on their pregnancy or postpartum circumstances. Such circumstances may include pregnancy, complications arising from pregnancy, childbirth, breastfeeding, false pregnancy, termination of pregnancy, or recovery from any of these circumstances. PSU will provide such adjustments and flexibility in the same manner as it would to students who have short term temporary medical conditions and temporary disabilities. Employees, including student employees, who need flexibility, accommodations, and/or leave from work should contact Human Resources. Contact Human Resources at askhr@pdx.edu or call 503-725-4926 or Karen Kraus, Senior Leaves Administrator, at k.d.kraus@pdx.edu call 503-725-9686.

In addition, PSU faculty members may provide reasonable and appropriate adjustments and flexibility in response to a student’s parenting-related request. Whether or not to grant such a request is at the faculty member’s discretion, and such requests should be addressed in a manner that is consistent with applicable course policies.

III. Applicability
This procedure applies to all prospective and current PSU students.

IV. Definitions
1. Pregnancy-The state of carrying a developing embryo or fetus within the body, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.
2. Parenting-The act of being legally responsible for the care and protection of a minor child.
3. Reasonable Flexibility and Adjustments - adjustments in academics due to pregnancy or parenting, such as taking a break from class for lactation purposes or taking a leave from a course due to pregnancy.
4. Reasonable Accommodation- Modification or adjustment to participate in educational activities based on complications related to pregnancy, a temporary medical condition, or a disability.
5. Interactive Process-An informational exchange between faculty/advisor and student to determine reasonable flexibility and adjustments and/or reasonable accommodations.
V. Procedures
If a pregnant or parenting student feels that they require flexibility or an accommodation in order to be successful at PSU, it is the student’s obligation to make the request initially through their faculty member(s). Students requesting a pregnancy or parenting related accommodation should do so as soon as they become aware that an accommodation may be needed. If the student and faculty member are unable to come to a mutually agreeable decision in relation to reasonable flexibility and adjustments, the student should contact the PSU Resource Center for Students with Children (RCSC). The RCSC will consult with the student and faculty member(s) to begin the interactive process and ultimately, reasonable flexibility and adjustments will be determined. Should the RCSC be unsuccessful in coming to a determination of reasonable flexibility and adjustments, or should the student need an accommodation that cannot be provided by the faculty and/or the RCSC, the student will receive a referral to the Disability Resource Center (DRC) from the RCSC. The DRC will continue the interactive process and make a determination of reasonable accommodations.

Resolving Disagreements/Filing a Complaint:
Discrimination on the basis of sex, which includes pregnancy, childbirth, related medical conditions listed above, is strictly prohibited by law and PSU policy. If a student disagrees with the determination and/or proposed accommodation after engaging in the interactive process, the student may contact the Office of Equity & Compliance to file a complaint. The Office of Equity and Compliance investigates complaints of prohibited discrimination and harassment based on sex (and other protected classes). The Office of Equity & Compliance can be reached at 503-725-5919 or on-line at http://www.pdx.edu/diversity/office-of-equity-compliance

Other On-Campus Resources:

Lactation Rooms:
Students may request to take breaks from a class for lactation purposes. PSU provides lactation facilities in various locations on campus. Please see this website for up-to-date information on current lactation spaces at PSU: http://www.pdx.edu/students-with-children/lactation.

Childcare:
PSU encourages students to make childcare arrangements while students are in class and requests students do not bring children with them to class. Students may make a request to their instructor to have a child in the classroom for exigent circumstances. It is at the instructor’s discretion to approve or deny a student’s request to bring a child on a temporary basis to class. If the child is found to be disruptive to the teaching and learning environment, the instructor shall request that the child be removed from the classroom and the instructor shall refer the student to the Resource Center for Students with Children to assist with other arrangements.

PSU provides flexible childcare at a reduced fee on campus for its students. For more information, visit the Little Vikings Childcare facility website at www.littlevikings.org or call 503-725-8800.
Resource Center for Students with Children:
The Resource Center for Students with Children (RCSC) provides a range of services for students with children, including helping students locate child care, a child care subsidy, lactation support (including pumping kits), basic baby items, children’s clothing closet, a lounge area for students and their children, events specifically for students parents, and much more. Visit www.pdx.edu/students-with-children to learn more about services available, or stop by the RCSC in SMSU 462.

VI. Links To Related Policies, Procedures or Information:
PSU’s Reasonable Accommodations and Access Policy
PSU’s Prohibited Discrimination and Harassment Policy

VII. Contacts

Disability Resource Center
116 Smith Memorial Student Union
1825 SW Broadway, Portland OR 97201
Phone: 503-725-4150
Email: drc@pdx.edu
http://www.pdx.edu/drc/

Services for Students with Children
SMSU 462
1825 SW Broadway, Suite 462
Phone: 503-725-9878
Email: sswc@pdx.edu
www.pdx.edu/students-with-children/

PSU’s Title IX Coordinator
Julie Caron
Office of Equity & Compliance
503-725-4410
jucaron@pdx.edu