

# STUDENT PARENTAL ACCOMMODATION POLICY



**BUTLER**  
UNIVERSITY

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## **1. Overview**

Butler University is committed to maintaining a safe, inclusive, healthy, educational and work environment in which no member of the University community is ostracized or isolated due to the individual's family status, parental status, or family situation. As such, Butler is committed to protecting Student-parents and ensuring their continuing ability to complete their studies while at Butler.

## **2. Purpose of the Policy**

Students who are pregnant or parenting are protected from discrimination in education programs and activities by Title IX and Butler University Policy. Furthermore, and in recognition of the challenges of balancing the demands of higher education, academic study, and parenting a new child, with this policy Butler University aims to improve the environment for Student-parents.

The Student Parental Accommodation Policy (SPAP) assists students immediately following the birth or adoption of a young child. The purpose of this policy is to make it possible for a student to maintain registered full time student status, along with all the benefits of such status, while facilitating the return to full participation in courses, research and teaching. The essential elements of an academic course or program need not be fundamentally altered in order to accommodate a Student-parent.

## **3. Eligibility**

The Parental Accommodation Policy applies to enrolled Butler University students. Employees should consult the Employee Policy on Paternal Leave.

## **4. Process**

At Butler University, the Title IX Coordinator and the Director of Student Disability Services will work together to coordinate accommodations.

### **A. Intake and Role of Title IX Coordinator**

The Process begins with the Title IX Coordinator who will facilitate faculty communication, perform a review of the individual course load, syllabi, and related materials and speak to faculty to determine which accommodations are possible without fundamentally altering the essential elements of the particular course. The Title IX Coordinator will defer to the Faculty member on what aspects of the course are "essential" in nature.

The Title IX Coordinator will include the Student-Parent's advisor on any communications involving a change in schedule, course completion, and enrollment status.

Through this process, the Title IX Coordinator will monitor and facilitate any accommodations necessary under Section 5, including absences from class, coursework extensions, and incompletes, withdraws, etc.

Please note, this Policy is not limited to pregnancy-to-live-birth scenarios. Thus, Students who seek accommodation for termination of a pregnancy, loss of pregnancy, or other related condition should initiate accommodations—including excusing of related absences through the Title IX Coordinator. The Title IX Coordinator will not share information regarding the purpose of the absence with faculty.

### **B. Disability and Role of Student Disability Services**

In scenarios wherein the Student Parent is diagnosed with a pregnancy related illness or complication which may cause the Student to suffer functional limitations—to wit, hypertension or preeclampsia, Medical accommodations, as outlined in Section 6 may become necessary. Those Accommodations will be facilitated by Student Disability Services.

## **5. Academic Accommodations**

Academic Accommodations may be offered within limitations. The accommodation must not fundamentally alter the essential elements of the particular course, and must be reasonable. The reasonability of those accommodations will be determined through an interactive process on an individual case-by-case basis. Every student has different and varying needs. However, common requests are for excused absences, larger or different types of desks, alternative methods of attendance, altered assignment due dates, and lactation breaks. The following other academic accommodations are available to student-parents who have successfully applied for, and received, a Parental Accommodation:

### ***A. Extensions of Deadlines or Absences***

Student-parents are entitled to extensions of all deadline, finals, quizzes, papers, presentations, or projects in all courses in which the student is currently enrolled for the birth, arrival, miscarriage, termination of a pregnancy, or still-birth of new child. This policy will also extend to the application of voluntary pregnancy terminations, and travel to seek the same.

Butler University will ensure that you are able to continue participating in classes and extracurricular activities by providing you with reasonable adjustments to ensure you're able to participate, excusing absences due to pregnancy and childbirth

for as long as medically necessary, and allowing you to make up missed work.

### ***B. Incomplete***

An Incomplete Grade may be assigned by an instructor when exceptional circumstances beyond the student's control prevent a student from finishing all work required in a class. The student must, apart from the work to be completed, be passing the class. The instructor must replace the "I" within the next session (fall or spring semester). If the instructor does not replace the "I" with a grade within the stated time, or the student chooses to graduate without completing the class, the "I" will be changed to "X." Plan to resolve an Incomplete Grade within one semester must be filed and approved by the Associate Dean.

For more information see the [Incomplete Policy](#).

### ***C. Late Withdraw***

Student-Parents may also seek late withdraw from courses, even after the Last Date to Withdraw. This may become necessary if/when accommodations with regard to deadlines would detract from the essential elements of any given course.

## **6. Medical Accommodations for Physical Limitations**

Medical accommodations are available to student-parents who have successfully applied for, and received, a Parental Accommodation and who, with reasonable accommodations, can perform the essential requirements of a program or a course of study. Any student parent with a documented physical or mental impairment due to pregnancy, termination of pregnancy, pregnancy related illness, or other condition, that limits one or more of life's major activities may qualify.

- A. Possible Accommodations may range from larger desks or chairs, temporary handicap parking, extended exam or quiz time. For more information on the availability of medical accommodations, students can find support services at <https://www.butler.edu/academic-services/disability/student-resources/>

## **7. Faculty Discretion**

Faculty may **not** deny a medically necessary accommodation of student-parents. Those accommodations are to remain confidential and should not be shared with other students, faculty, or staff except that communication which is necessary to facilitate the accommodation.

Faculty may **not** request medical records from students.

Faculty *should* exercise discretion in making coursework available to students online or by accepting alternative assignments for completion of coursework.

Faculty *should* inform the Title IX Coordinator of any Student wishing to utilize an absence or other accommodation for childbirth, pregnancy, termination of a pregnancy, still birth, adoption, pregnancy related complications, miscarriage, etc.. The purpose of this information is to ensure that students access all supportive systems available, including those beyond the Faculty's purview. This information will not be shared beyond the University

#### **8. Student Responsibility**

After an accommodation is decided upon in any given course, it is the Responsibility of the Student-parent to communicate with all Professors and Faculty regarding their coursework and progress. If the Student is uncomfortable doing so, the Title IX Coordinator will assist within reason.