

Accommodations For Pregnant & Parenting Students Policy

The American University of the Caribbean School of Medicine (“AUC”) is committed to creating an inclusive environment for pregnant and parenting students. AUC prohibits harassment and/or discrimination of any member of its community based on their sex, gender identify, gender expression, pregnancy, or parental status.

The Adtalem Global Education Office of Equity and Access (“OEA”), in partnership with AUC, assists pregnant and parenting students in understanding their options through their pregnancy, when pregnancy-related conditions arise (including pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions), and when accommodations are needed due to extenuating circumstances that arise from parenting responsibilities.

Under this policy, a parent is defined as:

- A biological parent
- An adoptive parent
- A foster parent
- A legal guardian

Accommodations are designed to support the student in meeting the program’s technical standards.

Accommodations may include, but are not limited to:

- Excusing medically necessary pregnancy-related absences
- Providing mobility support
- Granting leave per the institution’s leave of absence policy
- Extending deadlines and/or allowing the student to make up assignments and class participation due to medically necessary pregnancy-related absences
- Granting incomplete grades for classes within the institution’s policy
- Allowing breastfeeding students reasonable time and a private, clean, and accessible location to pump and store breast milk
- Allowing reasonable academic accommodations for parenting students during the first 12 months of the child entering the home for documented extenuating circumstances

Process

If you are a student who would like to request accommodations, and you can provide medical or other appropriate documentation for review, then contact the OEA Case Management Coordinator at equity@adtalem.com or **630.829.0233** to initiate the accommodation request process.

The Case Management Coordinator will ask you to confirm your pregnancy or parenting status and the accommodations you are requesting. You must complete the required accommodation request form (provided by the Case Management Coordinator) and provide recent documentation from a qualified medical professional or appropriate professional knowledgeable of your parenting needs (e.g., adoption counselor) that:

- Provides a specific diagnosis, including an explanation of the medical situation/status, or an explanation of your pregnancy or parenting status; and
- Includes recommendations for specific accommodations that might be helpful to you in an academic setting based on your specific circumstance.

The Case Management Coordinator will evaluate your request and supporting documentation and request or obtain any additional input, including additional documentation as appropriate, to determine whether your request should be granted or denied. If your request is granted, the Case Management Coordinator will work with you and any school personnel who will help implement approved accommodations (e.g., instructors, test administrators). If your request is denied, the Case Management Coordinator will engage in a dialog with you to explore reasonable alternative accommodation options, if appropriate. Denial of accommodations will not preclude students from requesting disability-related accommodations through the Office of Student Disability Services (OSDS). Accommodations are approved on a case-by-case basis as different resources may be available.

Once accommodations have been implemented, you should continue to work with the OEA on any accommodation-related needs. If you experience difficulty in implementing or obtaining accommodations approved by the Case Management Coordinator, you must immediately notify the Case Management Coordinator for assistance. You must notify the OEA if you transfer institutions or programs as a new accommodation request may be required.

Please note that accommodations pursuant to this policy will not be approved retroactively. Please contact the OEA in advance of your need for accommodations.

Questions related to accommodation requests and complaints of discrimination or retaliation related to pregnancy or parenting status should be directed to the Sexual Misconduct Response Coordinator at titleixcoordinator@aucmed.edu.

Complaints may also be filed with the U.S. Department of Education, Office for Civil Rights for educational programs in the United States at:

Office for Civil Rights
400 Maryland Avenue, SW
Washington, DC. 20202-1100
Customer Service Hotline: 800.421.3481; TDD: 877.521.2172
Facsimile: 202.453.6012 | Email: ocr@ed.gov | Website: ed.gov/ocr