

Office of Civil Rights & Title IX

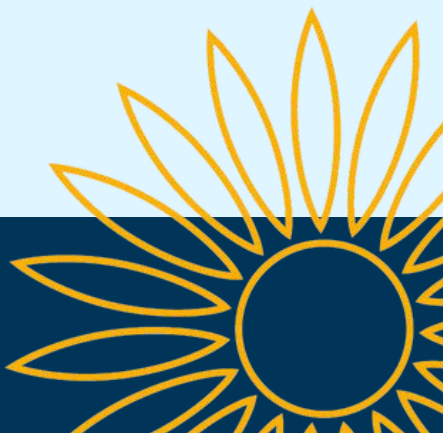
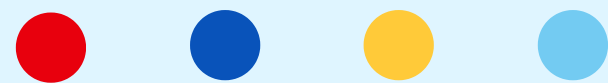
Pregnancy Rights & Options

Group Presenting To
Presenter Names
Location | Date



Agenda

- 01** Our Office
- 02** What We Do
- 03** Pregnancy for Students
- 04** Pregnancy for employees
- 05** Lactation
- 06** Practice and Process
- 07** Reporting



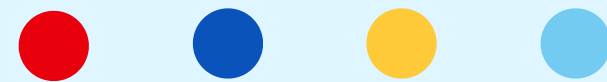


Content Warning

Some of the content on these slides and presentation may be challenging and evoke strong emotions from some people.

Most content involves conversations around harassment, discrimination, or sexual misconduct.

Please feel free to take a minute if needed.



One University Office

● Lawrence

Strong Hall #121

Dole Human Development
Center #1082

● Edwards

Regnier Hall 270 M,N,P,Q

● Kansas City

School of Nursing 4037

Smith-West 1006



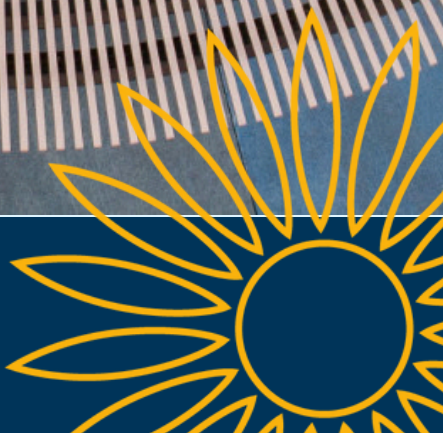
What OCRTIX Does

- **We respond to reports** pertaining to discrimination & harassment (based on 16 different identities), sexual misconduct, and related retaliation. We provide support measures, informal and formal resolution options, and conduct investigatory reviews.
- **We assess and respond to impact** from incidents occurring across campus, and work to create a greater sense of **belonging** for all.
- **We support pregnant and parenting students.**
- **We engage in outreach and education.**
- **We oversee Clery compliance**, resulting in timely warnings, emergency notifications, and the annual security and fire safety report.



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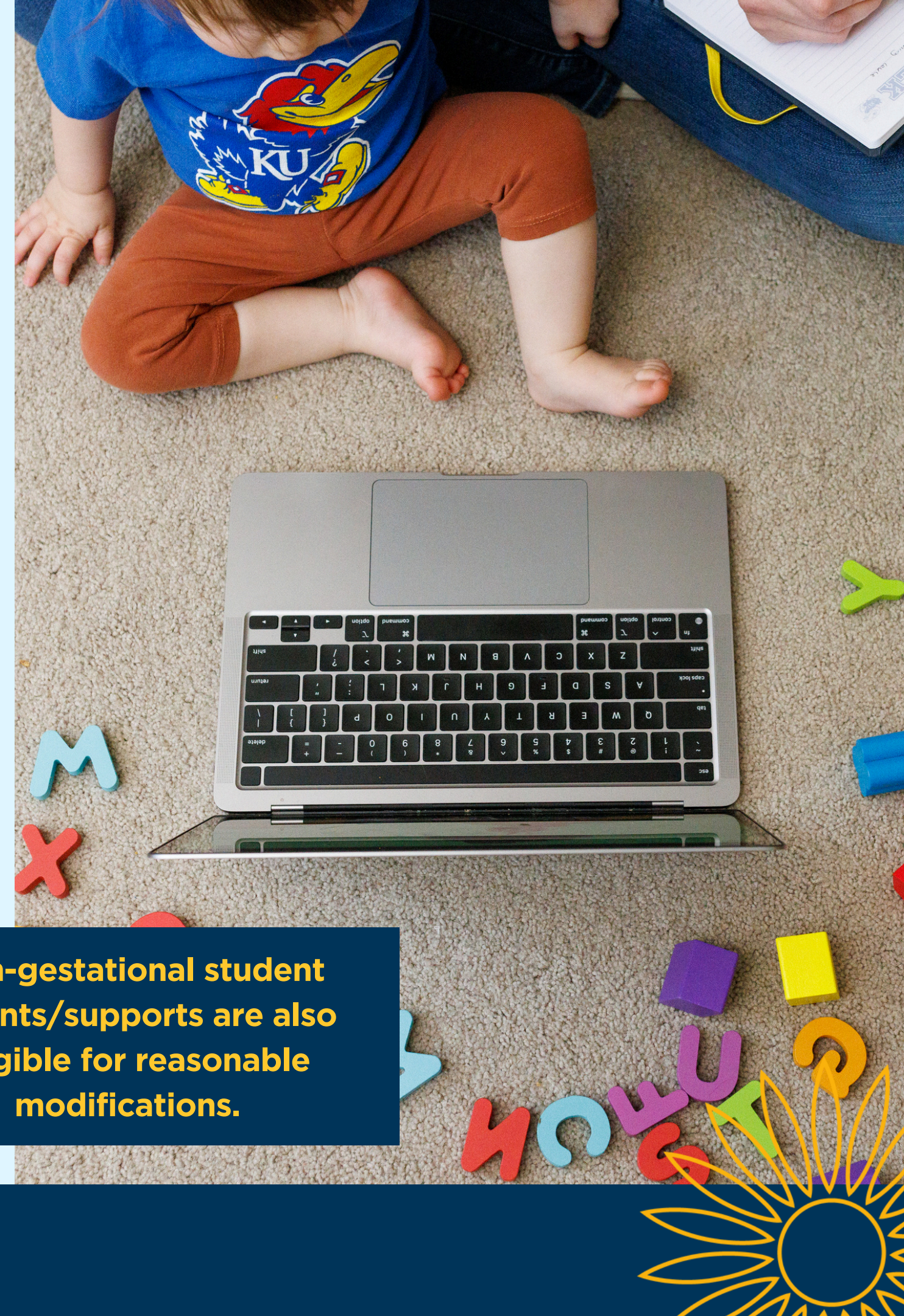
Reasonable Modifications for Students

When we learn a student is pregnant or parenting, we send an email with comprehensive options, examples of reasonable modifications students can request, the process to do so, and invite them to meet with a member of our team to talk more about any needs they may have.

Examples of reasonable modifications could include:

- Additional excused absences for medical appointments (including termination, delivery, check-ups, etc.).
- Larger desk/working area, larger seats.
- Permission to use the bathroom more regularly.
- Permission to bring water into labs.
- Reasonable time to pump.

Non-gestational student parents/supports are also eligible for reasonable modifications.



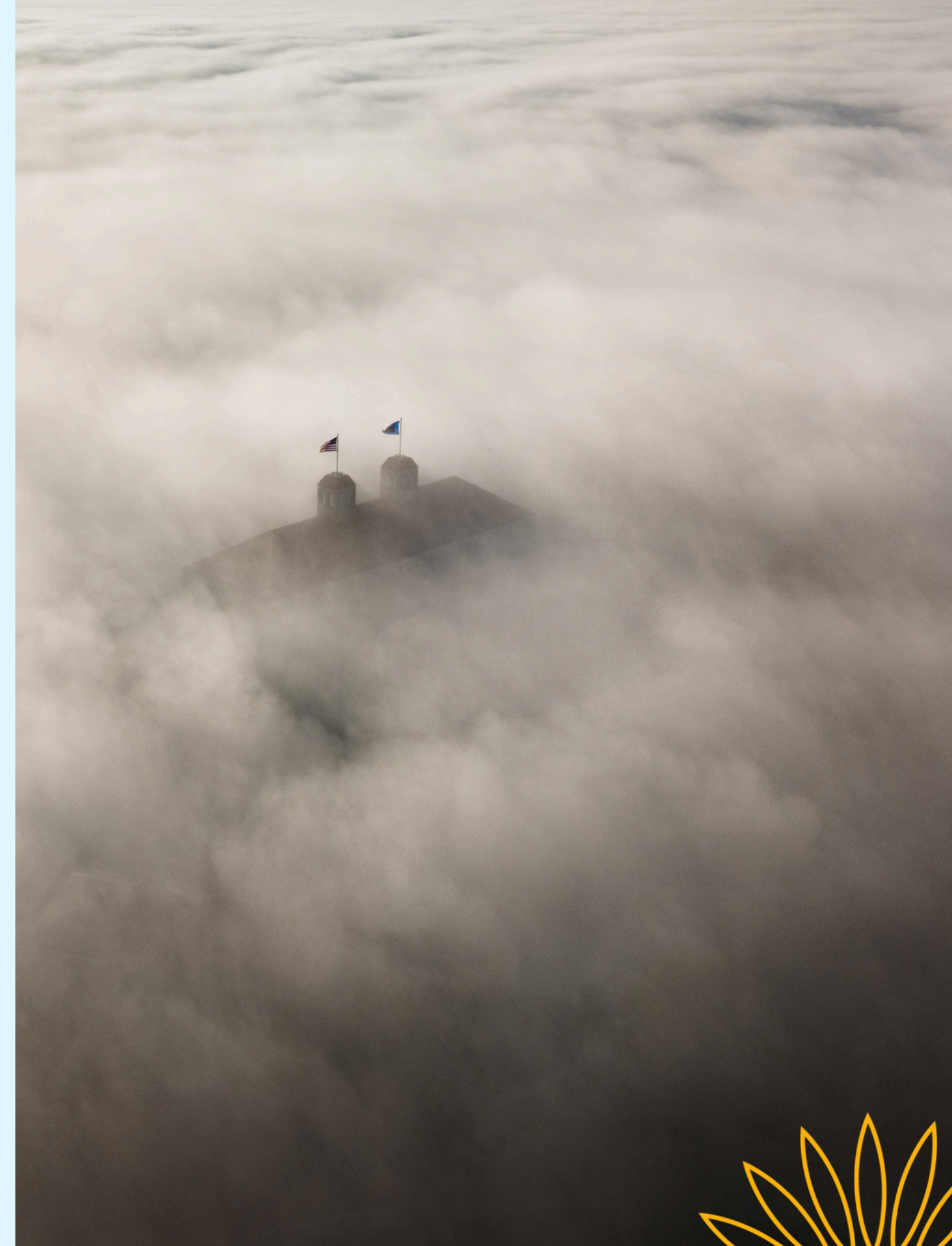
Support for Instructional Staff working with students



If an instructor is informed that a student is pregnant, they should refer the student to our office to ensure the student receives the support and resources they are entitled to.

Instructors can also consult with our office as needed to best understand student's rights and the process of determining and enacting reasonable modifications.

Instructors may work with students on reasonable modifications directly, however if an instructor is considering providing support in a way they would not for other people, our office suggests consulting with us first.



Human Resources supports pregnant and parenting employees.

To request a reasonable workplace accommodation, complete the workplace accommodation form. Medical information may be requested to substantiate the request. Once Human Resources receives the form, they will contact the employee to collaboratively determine next steps. This may include a discussion with the employee and/or HR sharing the request with the employee's supervisor/unit for a determination of implementing the accommodation.

Examples of reasonable workplace accommodations could include:

- Flexible schedule for pre/post natal appointments.
- Additional breaks.
- Help with manual labor/lifting.
- Larger desk/working area, larger seats.

workplace accommodation form



**Non-gestational employees
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Parental Leave

Employees may be eligible for paid Parental Leave for the birth, adoption, or foster placement of a child. Up to 4 to 8 weeks. Taken within the 12 weeks immediately following birth/adoption.

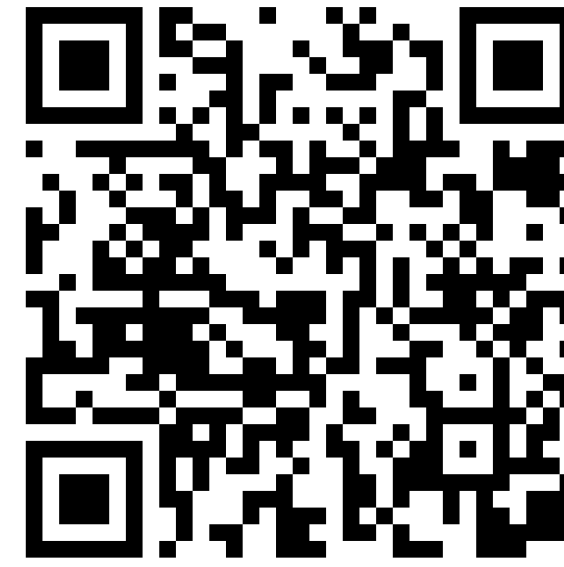
- Eligibility requirements for paid Parental Leave: benefits eligible, appointed to a regular position, 48% or greater FTE, 12 months of service.

Eligible employees may also utilize Family Medical Leave Act (FMLA) concurrently. FMLA is unpaid. Eligible employees can utilize paid Parental Leave or accrued time to continue compensation while on leave.

GTAs may be eligible for paid parental leave for up to 6 weeks. Refer to offer letter for confirmation.

GRAs, GAs, and Student Hourly may request unpaid leave through their department.

FMLA



Parental Leave



3G Benefits



Lactation

KU has and maintains a variety of lactation rooms across campus.

Locations include: Strong Hall, Dole Human Development Center, Burge Union, JRP, Blake, Fraser, Malott, Ambler Student Recreation Center, Carruth O'Leary, Green Hall, School of Pharmacy, Slawson, Watson library, and more.

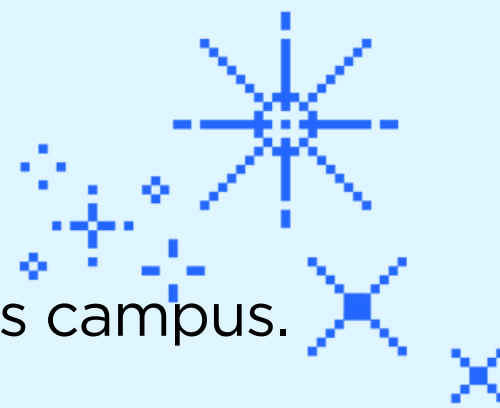
- Departments/units are never to offer, require, or allow a restroom as an option for lactation.

Students/employees should contact their instructors/supervisors to request time to utilize lactation rooms as needed.

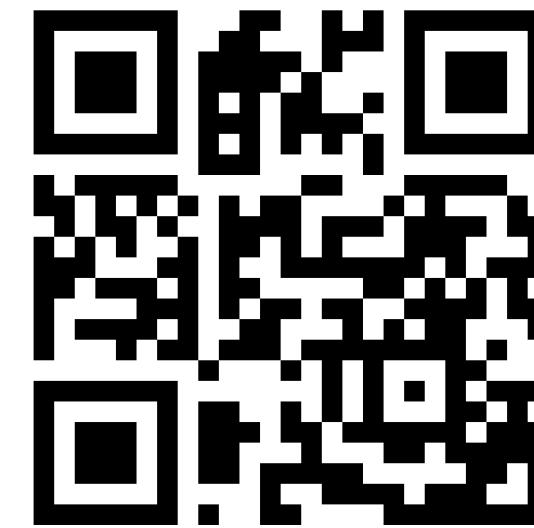
Instructors/supervisors should work to facilitate arrangements.

Students/instructors needing assistance should contact OCRTIX.

Employees/supervisors needing assistance should contact HR.



Lactation rooms

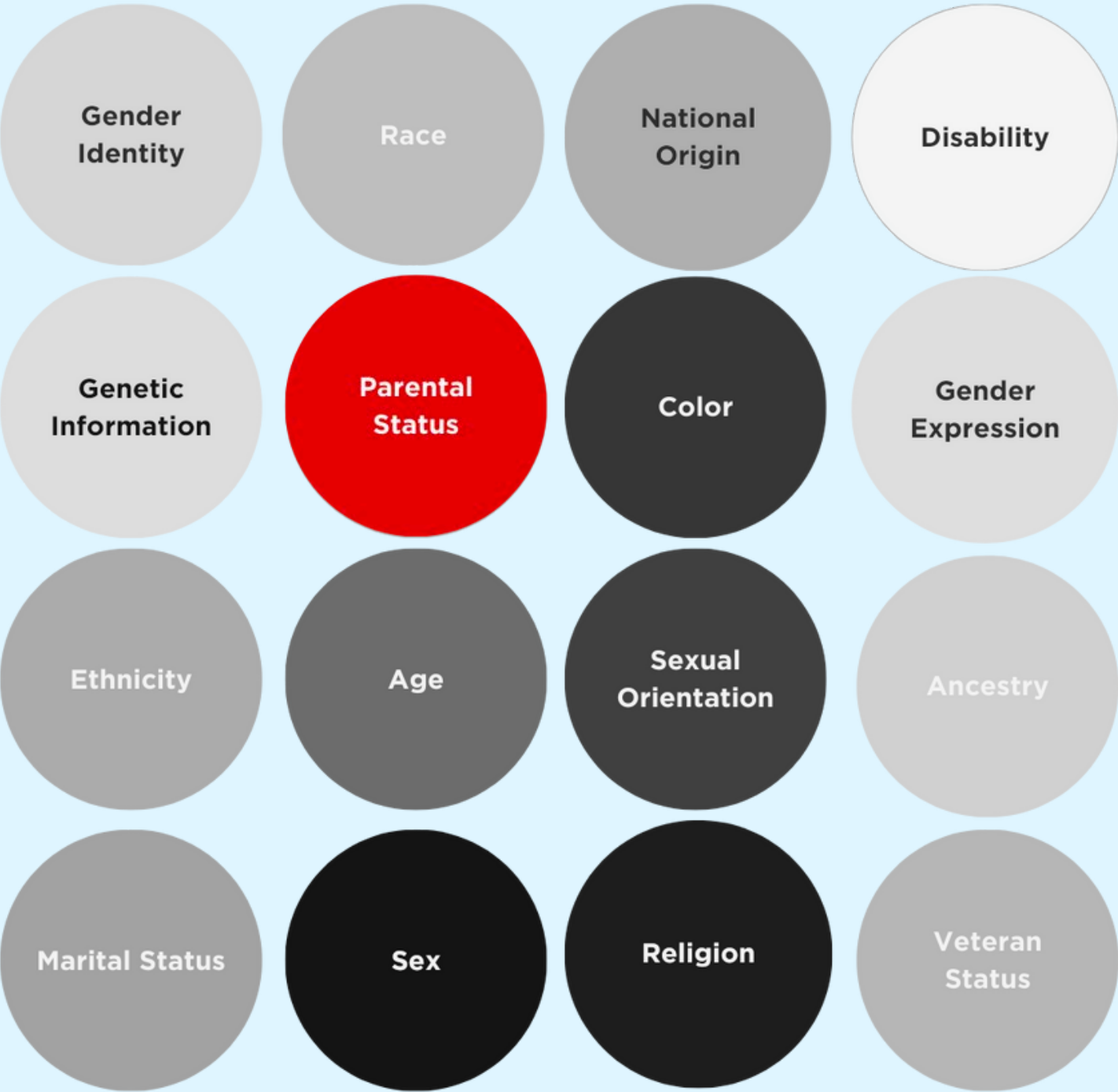


Lactation policy



We respond to reports pertaining to discrimination & harassment (based on identities), sexual misconduct, and related retaliation.

16 Protected Classes



Examples of things to report:

- A student tells you they are not allowed to pump during class.
- A supervisor removed access to a lab once they learned a researcher may be pregnant.
- A student did not receive participation points for an in-class lecture because they were at a pregnancy related appointment and notified their instructor in advance.
- A pregnant person received permission to bring food or water into an otherwise restricted space, however others are now harassing the person because of the modification.
- You overhear a faculty member tell a newly married person they “better not get pregnant and quit their job”.
- A pregnant person tells you people touch their body without consent.

Jurisdiction

- We respond to all on an case-by-case basis.
- All reports are kept for no less than 7 years.
- We assess our ability to provide options and take action.
- We cover anywhere the educational opportunity extends.



Our Process

1

Once a report is made we reach out to the person who may have experienced harm, **invite them to a conversation** about their experience, and share options.

2

We explore support measures which can include but is not limited to working with instructors/supervisors to establish reasonable modifications or workplace accommodations.

3

We talk through goals, including informal and formal options such as formal complaints and investigations. The person who may have experienced harm helps to guide this conversation with their goals.

4

Based on what the person's goals are, we help to **facilitate our resolution processes**.

The person is welcomed to bring an advisor to assist them through the process.

Our Resolution Processes can be found on our website civilrights.ku.edu



How to Report



File an incident report on the OCRTIX website

- <https://civilrights.ku.edu/reporting-incident>



Email OCRTIX

- civilrights@ku.edu



Call OCRTIX

- 785-864-6414



Visit our office

- **Lawrence** - Dole Human Development Center, #1082 & Strong Hall, #120
- **KUMC** - Smith-West 1006 & School of Nursing Rm 4037
- **Edwards** - Regnier Hall, Suite 270 M, N, P, Q

Additional Contacts

- Contact a Deputy Title IX Coordinator:
 - Natalie Holick in Compliance
 - Nicole Corcoran in Athletics
- Contact our Liaisons
 - Sarah Briley - Wichita HR
 - Donna Vandivier - Salina Faculty

