

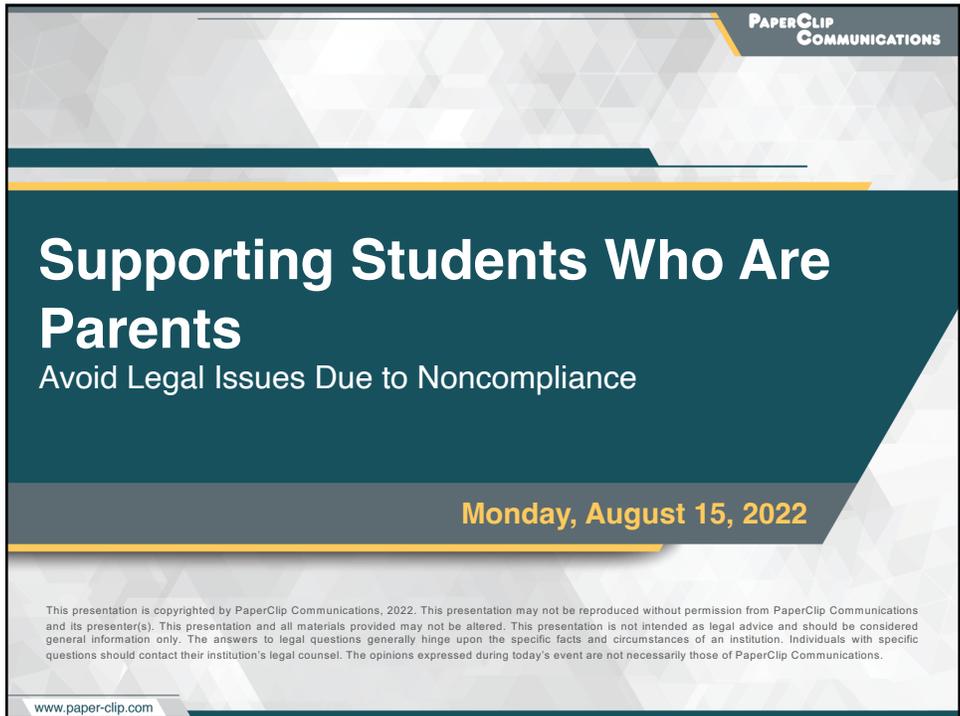


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Welcome to Today's
PaperClip Communications
Webinar

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Supporting Students Who Are Parents

Avoid Legal Issues Due to Noncompliance

Monday, August 15, 2022

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Today's Moderator and Presenter



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Poll Question

- What departments are represented in the room today?



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SESSION INTENTIONS

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Focal Points

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graph TD; A[Fostering an Inclusive and Supportive Environment] -- orange arrow --> B[Legal Principles]; B -- blue arrow --> C[Compliant Policy]; C -- green arrow --> D[Assessing Campus Needs]; D -- light green arrow --> A;
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Fostering an Inclusive and Supportive Environment

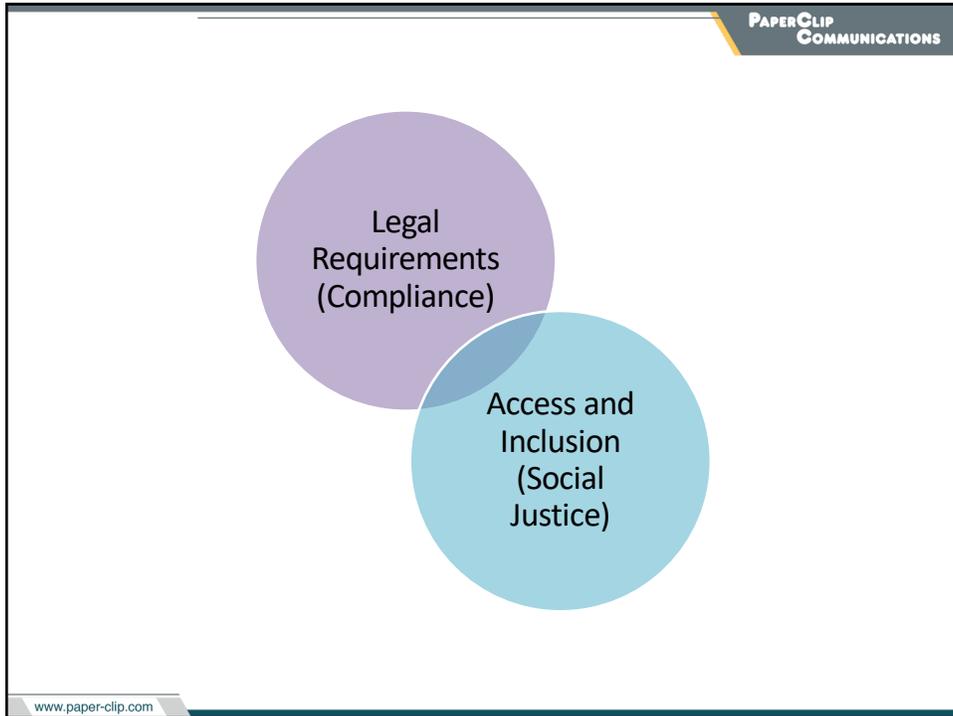
Legal Principles

Compliant Policy

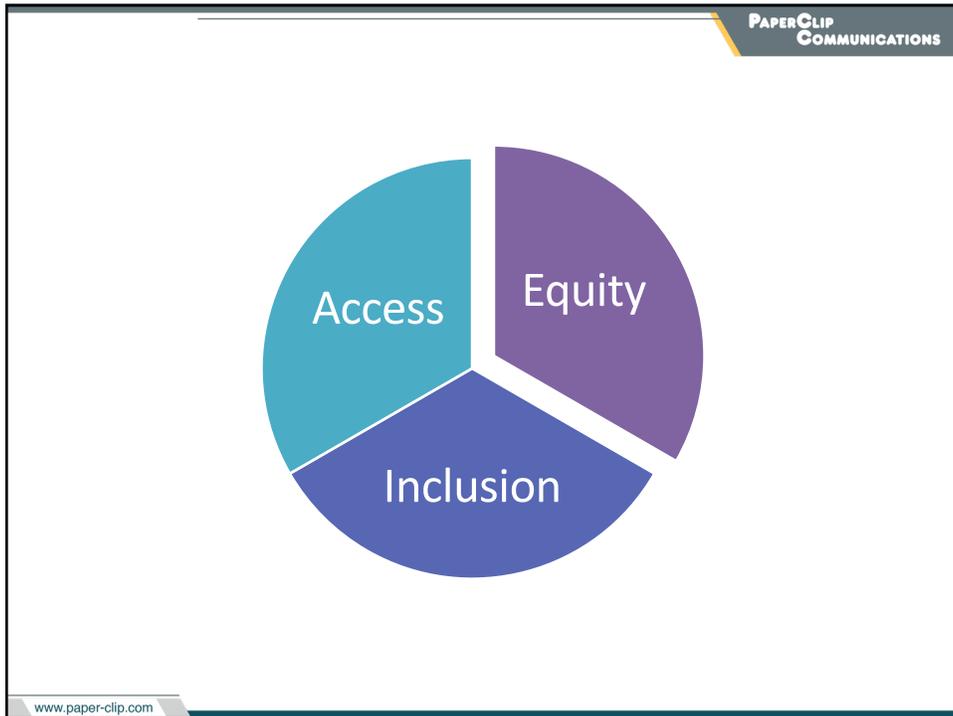
Assessing Campus Needs

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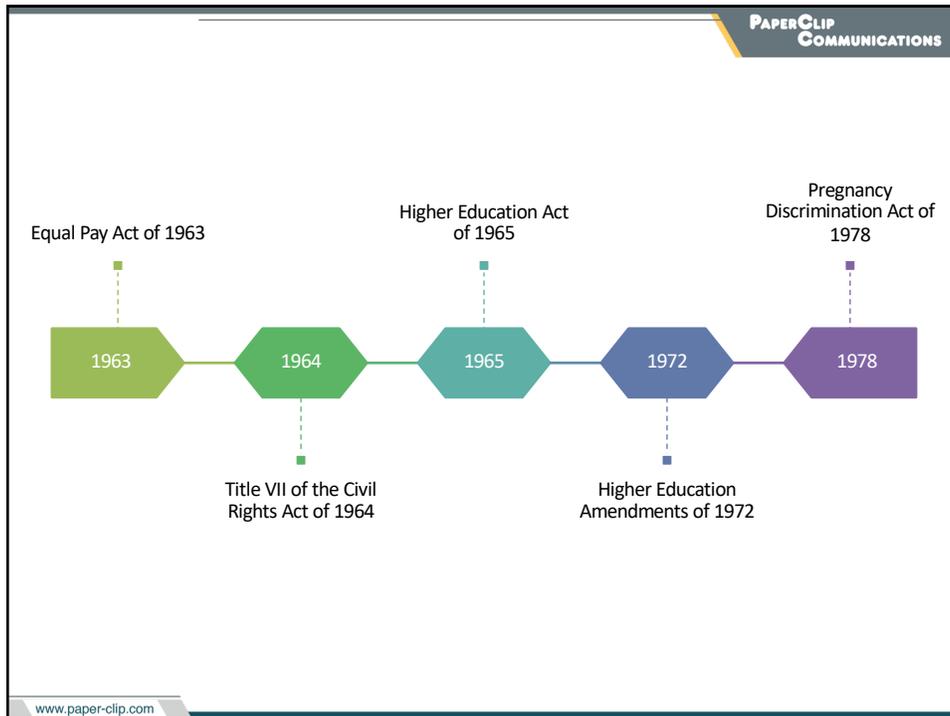
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Equity Defined

- “[Equity] needs to be defined very specifically at the level of populations (e.g., students, faculty, leaders, staff, boards) and at the level of outcomes (e.g., access, retention, high-impact practices, faculty positions).”

A Vision for Equity: Results from AAC&U's Project.

LEGAL FOUNDATION



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Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

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Title IX Guidance

“ED’s regulation implementing Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. The Title IX regulation also prohibits a school from applying any rule related to a student’s parental, family, or marital status that treats students differently based on their sex.”

Title VII: Pregnancy Discrimination Act

“The terms ‘because of sex’ or ‘on the basis of sex’ include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment related purposes...”

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Supplemental Legislation

- Americans with Disabilities Act (ADA)
- ADA Amendments Act of 2008 (ADAAA)
- Family and Medical Leave Act (FMLA) of 1993
- Fair Labor Standards Act (FLSA)

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Now it's time for today's activity.

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Resource Surveying Activity

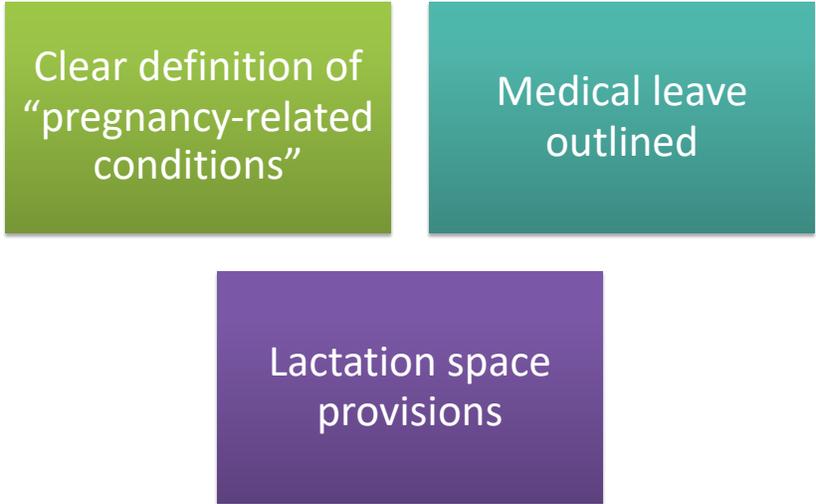
For the next few minutes, think about the resources available on your campus for pregnant/newly parenting students.

- If resources exist:
 - What are they?
 - How do students, faculty, and staff know about them?
 - Are any major resources missing?
- If no resources exist or more need to be added:
 - Who are campus partners that could aid in the creation of resources?
 - Where should they be publicized?
 - What infrastructure would be required to support these resources?

PENDING PROGRESS

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Proposed 2022 Title IX Regulations



Clear definition of “pregnancy-related conditions”

Medical leave outlined

Lactation space provisions

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PRACTICAL REALITY

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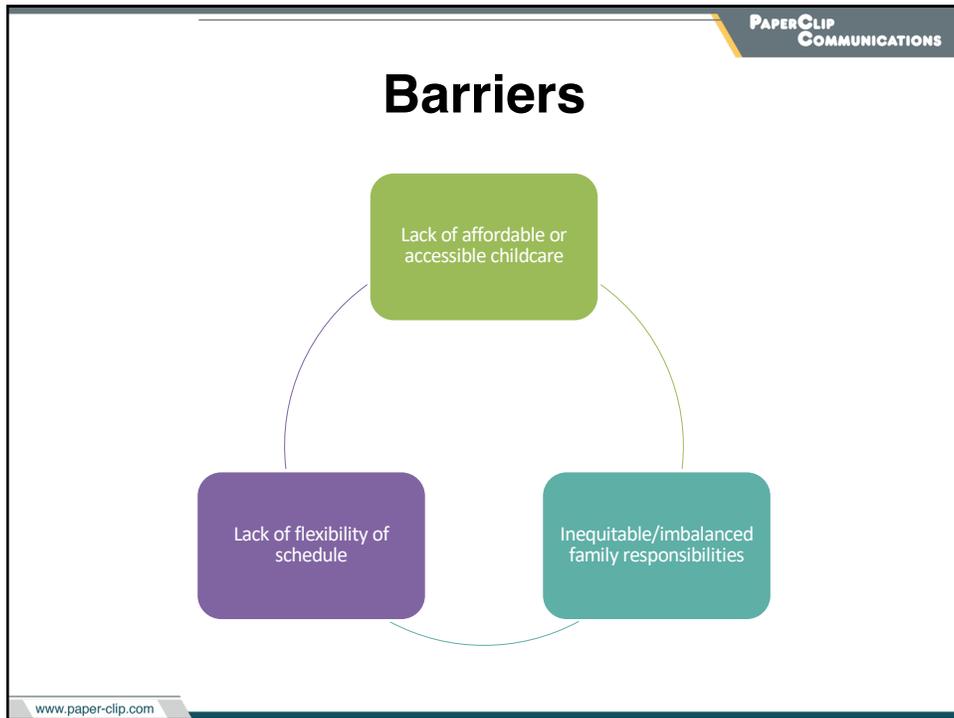
“Passed Over for Being a Woman.”

“Working women have experienced higher levels of burnout than their male colleagues (even when controlling for having children at home), and women are leaving the workforce at a staggering rate compared with their male peers.”

“If ‘Roe’ Falls, More Female Students Could Face the ‘Motherhood Penalty.’”

“Women Are Less Likely Than Men to Achieve Tenure and Hold High Ranking Positions.”

“Women of Color Are Especially Underrepresented in Academia.”



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ACCOMMODATION PROCESS

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Compliance Considerations

HIPAA

ADA and ADA AAA

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Reasonable Accommodation

No Fundamental Alteration

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Campus Partners

- Equal Opportunity Office/Title IX
- Disability Resource Center
- General Counsel
- Academic Affairs

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Now it's time for a 3-minute stretch break.

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Poll Question

- What resources do you have on campus?



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ACCOMMODATION PROCESS PRACTICALITY

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A Sample Process

- Student submits accommodation request and necessary documentation.
- Evaluation of request.
- Title IX Coordinator/DRC communicates with faculty.
 - Standard
 - Complications
- Faculty (in conjunction with Title IX Coordinator/DRC) coordinates with student.

Process for Requests

Form/other mechanism for facilitating requests to Title IX

Communication and documentation between Title IX, DRC, and Academic Affairs

Confirmation to student

Sample Email Reach Out

I'm writing this email correspondence on behalf of STUDENT NAME. STUDENT NAME is currently in the early stages of pregnancy and there may be a chance, should complications arise, that we will need to work together pursuant to Title IX to provide accommodations. There also may be a chance at the end of the semester that she will give birth and accommodations will be needed then. No accommodations are currently needed, but both she and I wanted to contact you to establish a working relationship prior to any issues arising.

Should you have any questions or need anything at all throughout the semester, please feel free to reach out. I'm happy to assist in any way that I can. Thank you in advance, I look forward to working with you.

Sample Email Reach Out

I'm writing this email correspondence on behalf of STUDENT NAME. STUDENT NAME is due to give birth this semester and, as such, we will need to work together pursuant to Title IX to provide accommodations to STUDENT NAME. Since she is due later in the spring semester, she may miss a few live/in person sessions and possibly need extensions on assignments. I would be happy to schedule a call with you to discuss what arrangements we can make to ensure STUDENT NAME continues with her academic progress.

Again, I would be happy to schedule a time to speak to discuss this further. Once preliminary discussion occurs, I will have you work directly with STUDENT NAME as both of you will have a better sense of what is needed related to your class. Thank you in advance, I look forward to working with you.

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ADDITIONAL SUPPORT OPTIONS

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Potential Resources

Map of lactation spaces and family restrooms/changing table areas

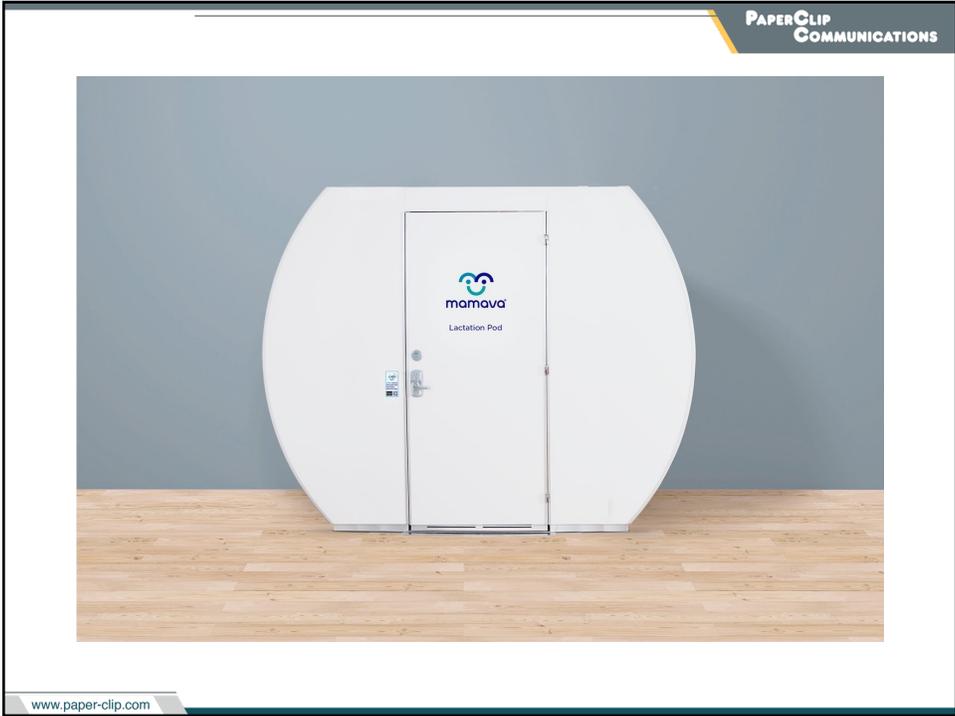
Referral form for accommodations

Creation/publication of relevant policies

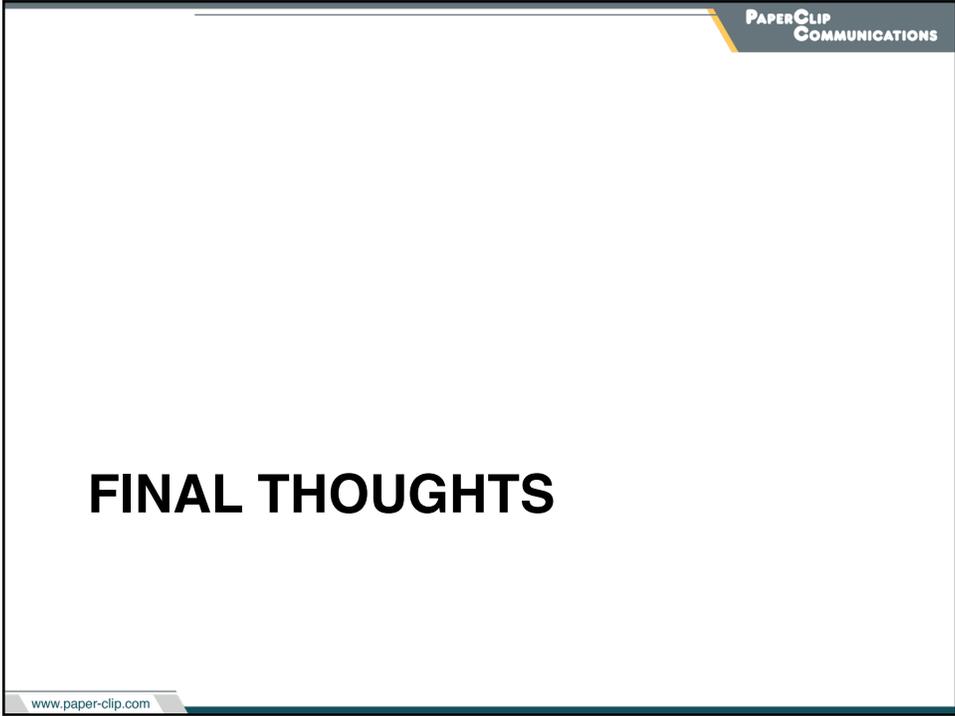
Website with resources (list of childcare options, etc.)

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What are the compliance requirements?



Who is your campus population?

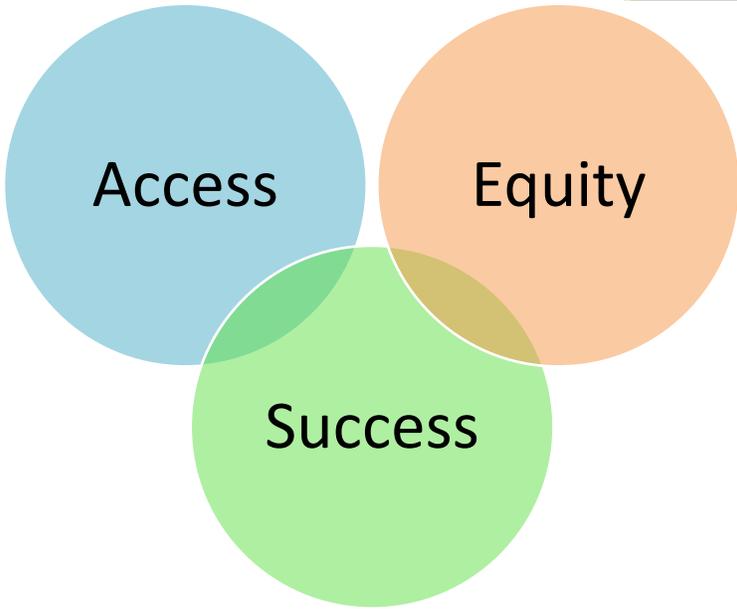


What kind of culture do you want to create for campus?

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Access

Equity

Success

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“Everybody gets what they need based on who they are and what their story is.”

Morgan Okello

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Now it’s time for today’s key takeaways.

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Today's Key Takeaways

1. In campus policy, consider ways to balance compliance with student support through the accommodation process.
2. Emphasize an interactive process to support student needs. Each student is different and the accommodations appropriate will not all be the same.
3. Engage with colleagues to establish clear processes with consistent follow through. Collaborative work in this space is key.

Today's Key Takeaways

4. Create guides and other supplementary items that help participants navigate the process. The more well informed everyone is, the more smoothly execution of the process will go.
5. Minimize ad hoc decisions that could potentially lead to a consistency issue and expose the institution to risk.

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Now it's time
for the Q&A.

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This slide features a light blue background with a geometric pattern of overlapping triangles. The text "Now it's time for the Q&A." is centered in a dark teal font. A vertical teal line is positioned to the left of the text. The Paperclip Communications logo is in the top right corner, and the website URL is in the bottom left corner.

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Ask a Question or Offer a Comment!
Type in a question or comment at any time by using the Q&A panel on the webinar platform.

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Today's Moderator and Presenter



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Thank you for your participation,

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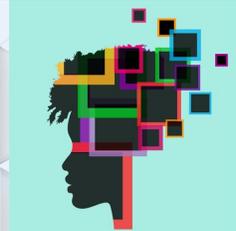
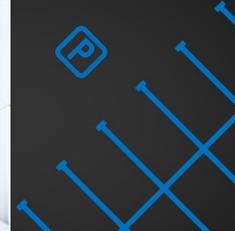
<p>August 18, 2022</p>  <p>Building an Effective Bias Reporting System and Response Team</p>	<p>August 25, 2022</p>  <p>The Intersection of ADA and Title IX Policies and Procedures to Ensure Accommodations and Maintain Fair and Accessible Processes</p>	<p>August 30, 2022</p>  <p>Clery Compliance Audit Your ASR & AFSR to Avoid Costly Fines, Increase Transparency & Insulate Risk</p>
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BIPOC Students and Mental Health Intervention Help Them Overcome Barriers and Navigate Resources So They Can Succeed on Your Campus	Campus Parking & Transportation Improve Services Through More Effective Planning, Demand Management and New Technology	Active Shooter Prepare to Respond, React and Recover

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Peer Mentor Programs Align Mentoring with University Strategic Plans to Increase Retention, Engagement and Graduation Rates	Create Inclusive Classroom Environments Address Implicit Bias, Microaggressions and Exclusion for Improved Discussion and Academic Success	Title IX Investigators Design Training to Ensure the Investigation Process is Compliant from Initial Report to Final Resolution

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