



THE UNIVERSITY OF TENNESSEE  
SOUTHERN

| UT Southern Student Pregnancy Educational Adjustment Procedure |                                    |
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| Version 1                                                      | Publication Date: October 30, 2025 |

I. **PURPOSE**

The University of Tennessee Southern (the “University”) is committed to creating and maintaining a non-discriminatory learning environment for all students. This procedure is intended to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in education programs and activities. Title IX includes prohibiting discrimination against students on the basis of pregnancy or related conditions.

II. **SCOPE**

This procedure applies to all UT Southern students and all aspects of the University’s education programs and activities.

III. **DEFINITIONS**

"Pregnancy or related conditions" refers to pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

“Education programs and activities” refers to but is not limited to classes, extracurricular activities, athletic programs, internships, fellowships, clinics, and labs.

IV. **PROCEDURE**

Discrimination against any student, or the exclusion of any student from participation in any part of a University education program or activity, on the basis of a student’s actual or potential pregnancy or related condition is prohibited.

A. **Excused Absences and Medical Leave**

1. A student experiencing pregnancy or related conditions will not be required by the University to limit studies as the result of pregnancy or related condition. If the student wishes to take a leave of absence, the University will assist the student in doing so.
2. A student's absences due to pregnancy or related conditions must be excused regardless of a program or faculty member's absence policies, as long as the student's physician deems the absences medically necessary.
3. A student experiencing pregnancy or related conditions will be allowed to return to the same academic and extracurricular status as the student had prior to any medically necessary absence(s) for the pregnancy or related conditions.
4. A student experiencing pregnancy or related conditions will be allowed to make up any work missed due to any medically necessary absence(s) for the pregnancy or related conditions.
  - a) The student will be offered acceptable alternative arrangements to make up missed work as determined in consultation with the instructor. Examples of acceptable alternative arrangements include, but are not limited to, retaking a semester or allowing the student additional time to complete work; however, the student will be allowed to choose the option.
  - b) Instructors may issue a temporary grade of “I – incomplete” while the student completes coursework, though medically necessary leave may impact the Catalog defined timeline/requirements of this grade.

- c) The student will not be required to complete makeup work until the student's medically necessary absences for pregnancy or related conditions are completed.
5. If any part of a student's grade is based on in-class participation, a student experiencing pregnancy or related conditions will be allowed to make up the participation points for any time missed due to any medically necessary absence(s) for the pregnancy or related conditions.

**B. Participation in Education Programs and Activities**

1. The University must treat a student's pregnancy or related condition the same as any other temporary disability or medical condition with respect to any hospital or medical benefit, service plan, or policy for students.
2. When necessary to ensure access to an educational program or activity for a student experiencing pregnancy or related conditions, the University must provide reasonable adjustments to the program or activity for the student that are responsive to the student's pregnancy or related condition. Reasonable educational adjustments may include, but are not limited to, providing modification to the physical environment (such as accessible seating), appropriate restroom breaks, or mobility support.
3. A student experiencing pregnancy or related conditions will only be required to obtain the certification of a physician that the student is physically and emotionally able to participate in an educational program or activity when such certification is required of all students for other physical or emotional conditions requiring the attention of a physician. For example, a student who has been hospitalized for childbirth will not be required to submit a medical certificate to return from leave unless a certificate is required of students who have been hospitalized for other physical conditions.
4. The University may provide students experiencing pregnancy or related conditions with information or instructions of any health risks of participating in an educational program or activity, only if a description of those risks will also be provided to non-pregnant students.

**C. Requesting Accommodation and Adjustments**

1. Disclosure of a pregnancy or related condition is voluntary, and it is the student's obligation to disclose and affirmatively seek any necessary accommodations and adjustments.
2. Educational adjustment requests due to pregnancy or related conditions should be directed to the Title IX Coordinator at [tix@utsouthern.edu](mailto:tix@utsouthern.edu) or 931-424-4073.
3. A student experiencing pregnancy or related conditions must submit to the Title IX Coordinator a letter from the student's physician that includes the dates the student's attendance must be excused and a statement from the physician that the absences are medically necessary.
4. The Office of Title IX will review and process the request in accordance with the University's obligations under Title IX. If the Office of Title IX determines that educational adjustments are appropriate (e.g., makeup work, excused absences, etc.), the Office will work with the student, the student's course instructors, and other University personnel as appropriate to create a plan for completion of course work. Individual plans may be adjusted as circumstances change.

**V. RESPONSIBLE OFFICIAL**

Questions, concerns, and reports of violations of this procedure can be reported to the Title IX Coordinator at [tix@utsouthern.edu](mailto:tix@utsouthern.edu) or 931-424-4073.

**VI. RELATED POLICIES/GUIDANCE DOCUMENTS**

- A. UT Southern Policy on Sexual Harassment, Sexual Assault, Dating and Domestic Violence and Stalking ("Title IX Policy"), available online at [utsouthern.edu/titleix/](https://utsouthern.edu/titleix/).

- B. U.S. Department of Education, Office for Civil Rights, Supporting the Academic Success of Pregnant and Parenting Students under Title IX of the Education Amendments of 1972, Washington, D.C., 2013 (<http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>).
- C. U.S. Department of Education, Office for Civil Rights, Discrimination Based on Pregnancy and Related Conditions: A Resource for Students and Schools, (Oct. 2022) (<https://www2.ed.gov/about/offices/list/ocr/docs/ocr-pregnancy-resource.pdf>).