

# Interim Study 21-34 Senator Mary Boren: Supporting Pregnant Women and Expectant Fathers in High School, CareerTech and College With Improved Accommodations

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OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

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# Laws Surrounding Pregnant & Parenting Students

- ▶ All public and private institutions receiving Federal funds must comply with Title IX, ADA and the Pregnancy Discrimination Act laws.
- ▶ 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."
- ▶ American's with Disabilities Act (ADA)
  - ▶ The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government' programs and services.
- ▶ The Pregnancy Discrimination Act (PDA) of 1978
  - ▶ PDA prohibits employment discrimination "on the basis of pregnancy, childbirth, or related medical conditions." This law would apply to institution employees including student employees.



# Title IX - Requirements

- ▶ Assignment of a Title IX Coordinator.
- ▶ Notification of a Title IX Coordinator and their contact information is provided to all students, faculty, staff, and administration.
- ▶ Grievance procedures for students and employees are adopted and published.
- ▶ Dissemination of policy of nondiscrimination on the basis of sex to all communities on campus, including parents, unions, and professional organizations.
- ▶ Promotion of policy in local or school announcements, newspapers, or other written communications.

## REDLANDS COMMUNITY COLLEGE

### TITLE IX REPORTING OPTIONS

#### TITLE IX COORDINATOR

Title IX Coordinator - Bailey Trammell, MCP, LPC

Email Address - Title.IX@redlandsc.edu

Phone Number - 405.422.1274

Office Location - N-104B

#### ELECTRONIC

[www.redlandsc.edu/sexual-assault-anonymous-reporting-form](http://www.redlandsc.edu/sexual-assault-anonymous-reporting-form)



Redlands CC provides employees and students an online system for reporting. Please provide names and be descriptive to ensure a full investigation.

#### ANONYMOUS

[www.redlandsc.edu/sexual-assault-anonymous-reporting-form](http://www.redlandsc.edu/sexual-assault-anonymous-reporting-form)

Redlands CC provides employees and students an online system for anonymous reporting. Anonymous reporting may limit the scope of the investigation.



#### LAW ENFORCEMENT



Redlands CC encourages employees and students to report any occurrence of sexual violence, that he or she is aware of, to local law enforcement.

The criminal investigation, should the complainant choose to pursue criminal prosecution, will be conducted by local law enforcement.

TO ACCESS ADDITIONAL INFORMATION ABOUT TITLE IX,  
PLEASE VIEW THE [TITLE IX HANDBOOK](#).

# Title IX – Best Practices

- ▶ Policies housed online in locations easy for any member of the community to access.
- ▶ Practices to disseminate policy information and Title IX Coordinator information on a regular and ongoing process.
- ▶ Annual training to faculty, staff, and administration on Title IX.
- ▶ Title IX Coordinator information can be easily found on website and other publication materials.
- ▶ Office location of the Title IX Coordinator is easy to locate.
- ▶ Collaboration between the involved offices.
- ▶ Procedures should be equitable and prompt.
- ▶ Data collection on complaints and grievances to address trends and recurring issues.
- ▶ Title IX statement and Coordinator information directly on every course syllabus.

## NWOSU TITLE IX

### *Supportive Measures*

Complainant and respondent have the right to receive supportive measures from NWOSU regardless of whether the complainant desires to file a formal complaint. The Title IX Coordinator is responsible for offering and coordinating supportive measures.

### **ACADEMIC ARRANGEMENTS**

Assistance in adjusting academic schedule.

### **ASSISTANCE REPORTING**

Assistance in filing a complaint with NWOSU Title IX grievance process and/or the appropriate law enforcement.

### **LIVING ARRANGEMENTS**

Assistance in changing on-campus living arrangements.

### **NO CONTACT ORDER**

Prohibit contact between the complainant and the respondent through any means of communication, as well as prohibit others from making contact on their behalf.

### **SAFETY MEASURES**

Reasonable arrangements that are necessary for ongoing safety.

### **SUPPORT**

All enrolled students can receive six free counseling sessions each semester. Counseling services are confidential and not a part of your academic record.

# Title IX – Pregnant & Parenting Students

- ▶ Title IX makes it illegal to discriminate on the basis of sex, which includes discrimination on the basis of pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery.
- ▶ Title IX also ensures the right to take medically necessary leave and to be free of harassment, intimidation, or other discrimination because of pregnancy-related conditions.
- ▶ Any rules concerning parental, family, or marital status may not apply differently based on sex. For example, colleges cannot provide women with time to bond or care for children and not men.
- ▶ Title IX requires schools to provide pregnant students with services and accommodations inside and outside the classroom equal to those provided to non-pregnant students.





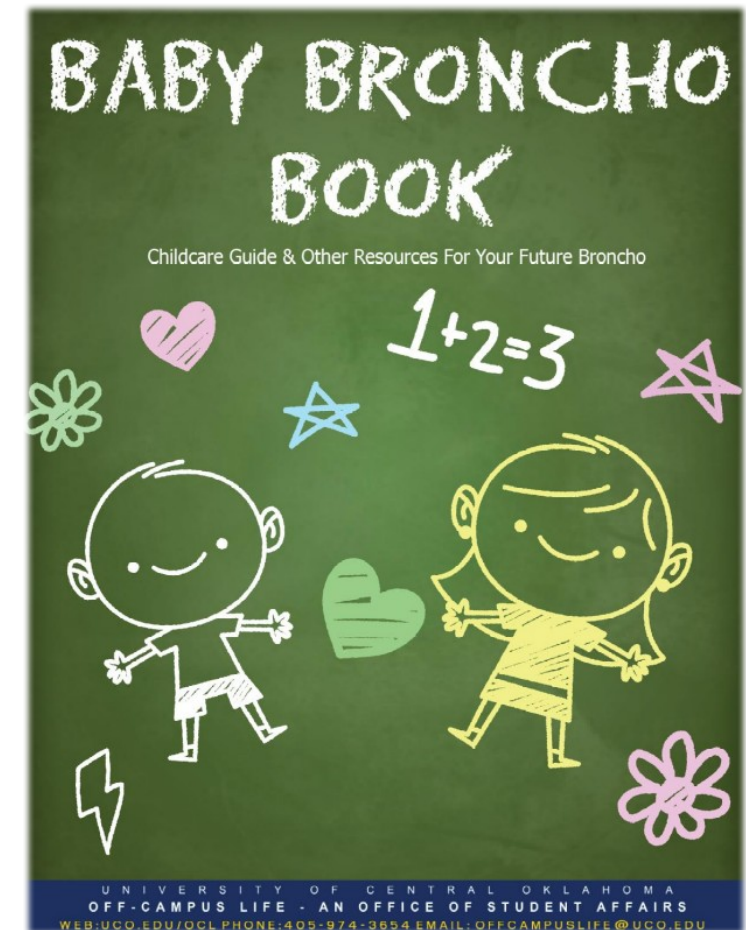
# Americans with Disabilities Act

- ▶ Many pregnancy-related impairments are covered by the ADA, and must be accommodated by the institution if reported.
- ▶ Examples of pregnancy-related conditions that have been considered disabilities include:
  - ▶ Carpal tunnel syndrome
  - ▶ Gestational diabetes
  - ▶ Acid reflux
  - ▶ Severe morning sickness
  - ▶ Urinary tract or bladder infections
  - ▶ Chronic migraines
  - ▶ Severe pelvic bone and/or back pain
- ▶ Best practice is to put ADA and Disabilities Services information directly on every course syllabus.



# Pregnancy Discrimination Act of 1978

- ▶ Employers cannot refuse to hire or promote a pregnant woman based on stereotypes about pregnant workers, or because of any biases coworkers or customers may also have against pregnant workers.
- ▶ The PDA further prohibits pregnancy discriminations in all other aspects of employment such as: pay, job assignments, layoffs, promotions, training, benefits, firing, or any other terms or conditions of employment
- ▶ Pregnant employees who are able to work must be allowed to work and cannot be treated differently on account of their pregnancy.
- ▶ Pregnancy- related leave must be considered like all other forms of sick or disability leave where a job may be held.
- ▶ Employers cannot prohibit an employee from returning to work for some arbitrary length of time after giving birth.
- ▶ Employees cannot be terminated or demoted because of their pregnancies, childbirths, or related conditions.



# Higher Education Best Practices for Pregnant & Parenting Students

- ▶ Policy & Structural Practices
  - ▶ Provide financial aid and scholarship protections to student-athletes who become pregnant (Sorenson, Sincoff, & Siebeneck, 2009).
  - ▶ Flexible standards for pregnant students with respect to class scheduling and sequencing (Mason & Younger, 2014; McNee, 2013).
  - ▶ Provide child-friendly spaces for parenting students, for example: the library (Madden, 2019).
  - ▶ Provide on-campus child care centers or babysitting facilities for parenting students (Mason & Younger, 2014; Roy, Bradechich, Dayne, & Luna, 2018).





# Higher Education Best Practices for Pregnant & Parenting Students

- ▶ Special support programs or organizations
  - ▶ Ensure all programs for parenting students are available to students who are both mothers and fathers (Estes, 2011).
  - ▶ Provide leadership opportunities for the community to provide education and awareness on their unique experience (Madden, 2019).
  - ▶ Host activities that raise awareness about the unique experiences and challenges pregnant and parenting students face (Madden, 2019).
  - ▶ Provide trainings to faculty and staff on the unique needs of and considerations for this student population (Roy, Bradechich, Dayne, & Luna, 2018).



# Single Mothers Academic Resource Team (SMART)

- ▶ 2007 – Collaboration with the Oklahoma State Regents for Higher Education funded by the Women’s Foundation of Oklahoma (WFO) to identify and advocate for pathways to support single mothers and single father college students in Oklahoma to complete their higher education goals.
- ▶ 2008-2016 – SMART held focus groups to determine the barriers single parents face when pursuing a college degree. SMART supported:
  - ▶ Moms2College Fair
  - ▶ Digital SMART magazine
  - ▶ Supportive events on campuses statewide
- ▶ 2014-2019 – SMART assisted the WFO to provide grants to institutions to provide systemic support for single mother students on campuses across Oklahoma through:
  - ▶ Expanding awareness of educational opportunities for Single Mother Students.
  - ▶ Creating new and/or supporting existing programs on campuses.
  - ▶ Creating new and/or existing events for Single Mother Students.

Female college graduates and their children are **less likely** to stay in abusive partnerships, require public assistance, engage in criminal activity and be incarcerated. College graduate mothers are **more likely** to have employer health care, participate in voting and community engagement, purchase homes and live in safer neighborhoods, as well as contribute more to state and federal taxes.

Children of college graduates are **50%** more likely to attend college themselves.

Since 2007, SMART has advised, mentored & presented to approximately 1000 single mother students or potential students.

The average Oklahoma woman earns \$32,000 annually or \$8,000 less than the average for Oklahoma men

**In Oklahoma, bachelor's degree holders earn \$1 million more across their lifetime than someone only holding a high school diploma.**

Only one in seven Oklahoma women holds a bachelor's (or higher) degree — A FIGURE THAT HAS NOT IMPROVED IN A DECADE and despite high school graduation rates rising to 86%.

Children of college educated parents hear 15 million+ more words during their early years.

*They benefit from more*

- family meals together
- reading at bedtime
- family vacations

1 in 4 Oklahoma children **STILL** lives in poverty

**Barriers for Single Parents in Completing College:**

- Insufficient financial aid packages with a heavy reliance on loans
- Reliable transportation
- Affordable and appropriate child care
- Unpaid child support
- Lack of appropriate and welcoming academic advising
- Academic and computer skills
- Previous criminal convictions

*It often takes just one event — car repair, losing a child care subsidy, caring for an ill child — that means a single student mother has to withdraw.*



An initiative, funded by the Women’s Foundation of Oklahoma and collaborators, to identify and advocate pathways for single parent students to complete higher education goals. SMART centers are currently established at Cameron University, Rose State College and Oklahoma City Community College.

Donors, students and allies can contact:

Keisha Williams  
Statewide SMART Coordinator  
405.482.1411  
keisha.l.williams@occc.edu  
Women’s Foundation of Oklahoma  
405.488.1450  
info@wfok.org

# References

Estes, Danielle K. (2011). Managing the Student-Parent Dilemma: Mothers and Fathers in Higher Education. *Symbolic Interaction*, 34(2), 198-219.

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