

## Parenting Leave Policy for Students

Purdue University recognizes the special challenges that pregnant and new parent students have in balancing their health, academic requirements, and family responsibilities. The University is committed to supporting these students and, therefore, provides the following rights to students who require a leave of absence.

Students who are pregnant, have recently given birth, or need a leave of absence to care for a newborn, adopted, legal guardian, or foster care child may petition for a leave of absence through the Title IX Coordinator in the Office of Institutional Equity (OIE) by meeting individually with an OIE staff member for case evaluation. The student will provide documentation of the pregnancy or new parenting to OIE, and excused leaves of absence will be granted accordingly.

The University will approve all absences (including intermittent absences) due to pregnancy or childbirth for as long as a student's medical provider states that it is medically necessary, and may approve other absence as appropriate.

The University will permit a student who has an approved leave of absence to return to the same academic and extracurricular status as before the absences began.

The University will permit students who have approved leaves of absence to maintain their fellowship and scholarship status for all Purdue University-administered fellowships and scholarships.

The University will provide students who are pregnant or have recently given birth with the same special services it provides to students with temporary medical conditions.

The instructor will not penalize the student for missing class during an approved absence and will provide the opportunity to earn equivalent credit and to demonstrate evidence of meeting the learning outcomes for missed assignments or assessments.

If the student is not satisfied with the implementation of this policy by a faculty member or instructor, he or she is encouraged to contact the Office of Institutional Equity, for further review of his or her circumstances. Students may follow the established grade appeals process if they are able to demonstrate that "an inappropriate grade was assigned as a result of prejudice, caprice, or other improper conditions such as mechanical error, or assignment of a grade inconsistent with those assigned other students."