

# Pregnant and Parenting Resource Guide for Students, Faculty, and Staff at Elmhurst University

It is the policy of Elmhurst University to provide equal opportunity and protections against discrimination and harassment, as defined in the University's Non-Discrimination and Non-Harassment Policy, and as otherwise established by state and federal statutes. [Title IX of the Education Amendments of 1972](#) (Title IX) prohibits discrimination on the basis of sex, which extends to pregnancy and parental status in educational programs and activities.

The University strives to provide students and employees with appropriate resources to allow them to be successful as they navigate their various roles and responsibilities. The University's [Title IX Office](#) is available to pregnant and parenting students and employees for comprehensive support and assistance.

The protections for students and employees cover pregnancy, childbirth, false pregnancy, termination or loss of pregnancy, recovery from birth, and care for infants (including breastfeeding and pumping). The relevant rules and support resources are located in the University's Non-Discrimination and Non-Harassment Policy, which is available [here](#).

## **Frequently Asked Questions**

*If I am pregnant, will I be able to continue to attend Elmhurst University as a student?*

Pregnant students may continue participating in all classes and co-curricular activities and organizations. Students who are pregnant are treated as students who have temporary medical conditions. Students can request reasonable modifications from the [Title IX Office](#) to better help them continue their classes or co-curricular activities while pregnant. The Title IX Office will work with the [Student Accessibility Services Office](#) to help students succeed.

*What will happen if I am a student and I tell my professor or any staff or student employees (including OSLs, RAs, etc.) that I am pregnant?*

Employees are mandated by federal law to share this information right away with the [Title IX Office](#). The [Title IX Coordinator](#) will reach out to you by email and offer to meet with you to help with reasonable modifications. You are not required to meet with the [Title IX Coordinator](#); that choice is up to you. See below for more information on reasonable modifications. Your parents and faculty will **not** be notified unless you request that they be notified.

*What are possible reasonable modifications I can receive as a student or employee?*

Reasonable modifications for pregnant and parenting students and employees are the same as accommodations offered to persons with other temporary medical conditions. Reasonable modifications may include, but are not limited to, providing a larger desk or

workspace for employees, employee benefits leave, make-up course test dates for students, alternate assignments to replace in-class participation for students, online course completion options for students, or incomplete grades for students. The reasonable modifications will be provided on a case-by-case basis. The [Title IX Office](#) will confer with the [Office of Human Resources](#) for employees and the [Student Accessibility Services Office](#) for students. Academic accommodations for students will be determined with faculty members depending on the course requirements.

*How can I request reasonable modifications?*

A student or employee should schedule an appointment with the [Title IX Coordinator](#) to discuss any request for accommodations and start the process.

*Can I take a leave of absence due to pregnancy, childbirth, or parenting?*

Yes. All pregnant and parenting students wishing to take a leave of absence should contact the [Director of Student Support Services and Intervention](#) to request a leave and plan for a smooth return to the University after the leave ends. Employees should contact the [Office of Human Resources](#) to learn more about leave options.

*What if a faculty member says I cannot miss class, earn back missed participation, or make up missed work due to doctor appointments or recovery?*

Although your professor may have an attendance and participation policy, federal law establishes non-discrimination rules and reasonable modification requirements for pregnant and parenting students. Faculty are expected to work with the [Title IX Office](#) on reasonable modifications that may excuse students' absences due to prenatal doctor appointments, labor and delivery, recovery, or other pregnancy-related medical needs. Your absences may be excused as long as your doctor deems it medically necessary and you should be given a fair opportunity to make up any missed work or participation points. Please contact the [Title IX Coordinator](#) if you need assistance.

*Will I have to leave on campus housing due to pregnancy?*

No, you will not. You may request a release from your housing contract due to pregnancy if you choose. However, the University does not currently offer family housing, so campus housing is not available to students who wish to have children live with them.

*Will I be eligible for additional financial aid due to pregnancy or parenting?*

It depends. Many factors go into determining a student's Dependency Status as it relates to federal and institutional financial aid. It is recommended that you reach out to [Student Financial Services](#) to determine your individual eligibility.

*I plan to or am currently breastfeeding and need a place to feed or pump. Where can I do that?*

The University has Parenting Rooms available in the locations listed below.

- A.C. Buehler Library 220
- Koplín Hall 207
- Frick Center 136 (along the south side of the dining area)
- Hammerschmidt Chapel 020
- Memorial Hall 016 (currently under construction)

Each room has a comfortable seating area, microwave, changing table and lighting. Please contact the [Title IX Coordinator](#) to obtain a key for any of these Parenting Rooms.

### **Elmhurst University Resources**

Title IX Coordinator  
Natalie Brouwer  
Frick Center 240A  
(630) 617-5199 | [title\\_ix@elmhurst.edu](mailto:title_ix@elmhurst.edu)

Student Accessibility Services  
Dr. Linda Harrell  
Learning Center, A.C. Buehler Library  
(630) 617-6448 | [disability.services@elmhurst.edu](mailto:disability.services@elmhurst.edu)

Director of Student Support Services and Intervention  
Colleen Zavodny  
Frick Center 223  
(630) 617-5790 | [colleen.zavodny@elmhurst.edu](mailto:colleen.zavodny@elmhurst.edu)

Wellness Center Counseling Services and Student Health Services  
Niebuhr Hall, Lower Level  
(630) 617-3565 | [studenthealth@elmhurst.edu](mailto:studenthealth@elmhurst.edu)

### **Off-Campus Resources**

**Avenue Women's Center**  
580 N. Michigan Street  
Elmhurst, IL 60126  
(630) 912-7202 – call  
(630) 455-0300 – text  
<https://www.avenuewomenscenter.com/>  
Services: Pregnancy help and consultations, counseling, and more

**Metropolitan Family Services DuPage Center**  
222 East Willow Avenue  
Wheaton, IL 60187

(630) 784-4800

[https://www.metrofamily.org/community\\_center/dupage/](https://www.metrofamily.org/community_center/dupage/)

Services: Parenting programs, before and after school programs for youth, adoption services, emergency shelter, early childhood education services, counseling, and more

**Planned Parenthood – Austin Health Center**

5937 W. Chicago Avenue

Chicago, IL 60651

(773) 287-2020

<https://www.plannedparenthood.org/health-center/illinois/chicago/60651/austin-health-center-2265-90430>

Services: Women’s health care, pregnancy testing and services, and more.

**Waterleaf Women’s Center**

3598 East New York Street

Aurora, IL 60504

(630) 701-6270 – call

(630) 360-2256 – text

<https://waterleafwc.org/>

Services: Pregnancy counseling, pregnancy testing, ultrasounds, and more

For additional information about your legal rights, kindly contact the Title IX Office and/or see the U.S. Department of Education’s Title IX pregnancy and parenting guidance [here](#).

*Updated: July 26, 2024*