

Employee Pregnancy/Parenting Policy

SIUE is committed to supporting limitations resulting from pregnancy, child birth, and related medical conditions as conditions similar to disabilities covered under the Americans with Disability Act (ADA), meaning you are entitled to accommodations as determined through an interactive process with the Office for Accessible Campus Community and Equitable Student Support (ACCESS).

Accommodations for Qualifying Employees may include:

- The ability to sit while working
- The ability to drink water while working
- Flexible work hours
- Additional break time to eat, rest, or use the restroom
- Time and a private space to pump breastmilk
- Appropriately sized uniforms and safety apparel

Employees should speak with their supervisor about pregnancy related changes at work while also engaging in an interactive process with ACCESS to determine specific accommodations they are entitled to. Contact EOA with any additional questions or concerns.

ACCESS

Student Success Center, Room 1203
myaccess@siue.edu • 618-650-3726

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

It is the policy of Southern Illinois University Edwardsville (SIUE) not to discriminate in the administration of its employment functions, admissions, educational programs or activities, on the basis of race, color, national origin, ancestry, religion, sex, sexual orientation, gender expression, gender identify, marital status, genetic history (including family medical history), age, physical or mental disability, pregnancy or related conditions, military status, or unfavorable discharge from military service.

This policy covers nondiscrimination in both employment and access to educational opportunities.

Each member of the university community shares a common responsibility to maintain an environment free from discrimination and harassment.

To view SIUE's complete Non-Discrimination policy, please use the QR code below:



Pregnancy & Newly Parenting Policy



Equal Opportunity, Access, and Title IX Coordination Office

3316 Rendleman Hall - Chancellor's Suite
eoa-titleix@siue.edu • 618-650-2333

www.siue.edu/eoa

Melissa Bigtas, MSW, LCSW

Associate Director/ Deputy Title IX Coordinator,
Education and Outreach

mbigtas@siue.edu • 618-650-2277

Lactation Spaces at SIUE

Morris University Center “Green Room”

- Inside the southeast entrance (near Starbucks)
- Request the key from the MUC Help Desk (across from the Cougar Bookstore)
- Help Desk hours: 7am-10pm during the fall and spring semesters, 8am-6pm during the summer semester

Peck Hall, Room 1414

- Request the key from Facilities Management’s Peck Hall office, Room 7002
- If no one is in the office, request an operating engineer to unlock the door by calling 618-650-3711 or 618-650-3126

Vadalabene Center, Room 1120

- First floor, located near equipment issue
- No key or check-in process
- See fitness center webpage for hours



Use this QR code to view a map of SIUE’s campus

If any of the above locations are not functional for your needs, complete the Pregnancy/Parental Accommodation Request Form or contact Melissa Bigtas (mbigtas@siue.edu) to seek an accommodation for an alternative space.

Student Pregnancy/Parenting Policy

SIUE has implemented a policy to provide appropriate and reasonable accommodations to pregnant and newly parenting students through 12 weeks post-partum with the goal of providing support and minimizing any disruption to educational goals, while preserving the essential elements of academic programs.

To view the full policy, use the QR code below:



How does this policy impact pregnant and parenting students at SIUE?

- Excused absences (medically necessary) due to pregnancy, childbirth, or pregnancy-related conditions
- Extended deadlines and opportunities to make up work
- Implementation of reasonable accommodations
- Return to prior academic standing upon return from excused absences, including extended absences
- Availability to take an incomplete grade with the opportunity to complete outstanding work
- Reasonable time and space for expressing milk in a private and clean space

Examples of Reasonable Accommodations for Students:

- Allowing breaks and frequent trips to the restroom during class, as needed
- Flexibility with attendance
- Medically necessary absences, including extended absence periods
- Assistance with heavy lifting
- Providing alternatives to make up work
- Flexibility in the administration of exams (including rescheduling and extensions)
- Parking accommodations
- A private space for expressing milk
- Providing special services such as independent study, remote classrooms, or other similar types of academic adjustments
- Allowing continued participation in off-campus programs such as internships, practicum, and clinical experiences

SIUE’s Pregnancy/Parental Accommodation Request Form

It is best practice to notify the EOA/Title IX office and request accommodations sooner rather than later to ensure accommodations are in place when needed.

To view and complete the notification and accommodation form, use this QR code

