

## SIUE EOA/Title IX Contacts

### Mary Zabriskie, J.D.

Director for Equal Opportunity, Access, and  
Title IX Coordination

mzabris@siue.edu

618-650-2442

### Mindy Kinnaman, Ed.D.

Assistant Director for Equal Opportunity,  
Access, and Title IX Coordination

mkinnam@siue.edu

618-650-2333

### Melissa Bigtas, MSW, LSW

Outreach and Prevention Program  
Coordinator

mbigtas@siue.edu

618-650-2277

### Equal Opportunity, Access, and Title IX Coordination Office

3316 Rendleman Hall - Chancellor's Suite  
Edwardsville, IL

eoatitleix@siue.edu

618-650-2333

[www.siue.edu/eoa](http://www.siue.edu/eoa)

## 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

Updated February 2025



## Permanent 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

- 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 a private space.

## SIUE’s 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 supporting them and mitigating any disruption to their educational and career goals while preserving the essential elements of the academic program.

To view the full policy, use the QR code below



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

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

## Examples of Reasonable Accommodations:

- Allowing breaks and frequent trips to the restroom during class, as needed
- Flexibility with attendance
- Medical leave of absence
- Assistance with heavy lifting
- Providing alternatives to make up missed 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

### 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

