CHILD CARE

The University of Maine at Presque Isle recognizes that finding childcare services for a child can be extremely stressful for parents. Maine Child Care Choices is a free website that helps parents find childcare facilities in the state of Maine. This website also provides parents with information about the different types of childcare available, as well as subsidies for parents who need assistance with paying for childcare.

STUDENT ATHLETES

Student athletes cannot be penalized because of their pregnancy-related conditions. The University of Maine at Presque Isle is required to treat any pregnant athlete as they would any other athlete with a temporary disability.

The University of Maine at Presque Isle will not force athletes to stop participating in their sport. Many athletes will be able to continue to participate throughout their pregnancy with accommodations. It is up to the student and their medical provider to determine if the athlete can play while pregnant and for how long.

If a student is an athlete and can't play because of their pregnancy-related condition, they must be treated the same as any other student with a temporary disability, including maintaining their position on the team while in recovery. They must be allowed to return to the team when it is medically safe for them to do so, as determined by their medical provider.

The same protections apply for students participating in intramural sports.

HOW AND WHERE TO FILE A COMPLAINT

The University of Maine at Presque Isle is committed to preventing all forms of sex-based discrimination against students experiencing pregnancy-related conditions. We strongly urge students who have experienced this kind of discrimination to take action.

All complaints or reports relating to violations of this policy by a University employee should be made to the Deputy Title IX Coordinator for employees, Krissinda Slack krissinda.slack@maine.edu, or the Title IX Coordinator, Liz Lavoie, titleix@maine.edu, 207.581.5866.

All complaints or reports relating to violations of this policy by a University student should be made to the Deputy Title IX Coordinator, Sarah Coyer, at sarah.coyer@maine.edu, 207.768.9518, or Melissa DeMerchant, at melissa.demerchant@maine.edu, 207.768.9462.

Upon receiving a complaint or report of a violation of this policy by a University employee, student, or University guest, the Title IX Coordinator will assess the complaint or report and will follow the procedures described in the University of Maine System Equal Opportunity Complaint Procedure. The Deputy/Title IX Coordinator will provide the complainant with information about options for informally resolving a complaint and formal investigation of a complaint. Alternative resolutions may be available.

ADDITIONAL RESOURCES FOR PREGNANT/PARENTING STUDENTS

UMPI Title IX - https://www.umpi.edu/security/title-ix/

UMS Title IX - https://www.maine.edu/title-ix/

Office For Civil Rights: Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status - https://www.ed.gov/media/document/pregnancy-faq-t9-regulations-2024-107658.pdf

The Pregnant Scholar – https://thepregnantscholar.org/

UNIVERSITY OF MAINE AT PRESQUE ISLE TITLE IX CONTACTS

For more information about this brochure, or any of the information contained within, contact:

Deputy Title IX Coordinator for Students:
Sarah Coyer
207.768.9518
sarah.coyer@maine.edu
Emerson Annex

UMS Title IX Coordinator
Liz Lavoie
207.581.5866
titleix@maine.edu

ADA & Deputy Title IX Coordinator
Amanda Paradis
207.581.1227
amanda.paradis1@maine.edu

Office: 5713 Chadbourne Hall, Room 412 (Orono Campus)

The University of Maine at Presque Isle is an equal opportunity/affirmative action institution.

University of Maine at PRESQUE ISLE
North of Ordinary

Information for Pregnant and Parenting Students

WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 is a federal law designed to protect individuals in educational institutions that receive federal funding from being discriminated against on the basis of sex. This includes pregnancy and related conditions.

Title IX is a tool that ensures all people have equal access and opportunity for education. Title IX requires educational institutions to treat pregnancy and related conditions in the same way they would treat other temporary disabilities. This includes providing students with services, accommodations, leaves of absence, and any other changes or modifications necessary to ensure equal access. This also includes the right to be free from harassment, intimidation, or other discrimination because of pregnancy-related conditions.

WHO IS PROTECTED UNDER TITLE IX?

Title IX protects individuals in educational institutions experiencing pregnancy-related conditions. These include: pregnancy, childbirth, lactation, abortion, miscarriage, false pregnancy, pregnancy loss, recent pregnancy, related conditions, and recovery from these conditions. Title IX also provides protections for milk expression, chest feeding, and parenting.

Students who are currently experiencing, have previously experienced, or who may potentially/future experience these conditions are protected.

Title IX protects both men and women equally. Students do not have to be biological parents to receive protection. This includes being an adoptive parent (e.g., foster parent, step-parent, legal guardian, etc.).

WHERE DOES TITLE IX APPLY?

Title IX protects students in all aspects of an educational program, both inside and outside of the classroom. For example, protections apply in admissions, athletics, financial aid/scholarships, career counseling, school-sponsored extracurricular activities, internships, and lab and clinical work.

ACCOMMODATIONS FOR PREGNANT AND PARENTING STUDENTS

The University of Maine at Presque Isle, under Title IX, will provide reasonable accommodations necessary to students experiencing pregnancy-related conditions in order to ensure that they have equal access to their education.

When Should I Seek Accommodations?

If your pregnancy-related condition is causing you to experience any impairment that substantially limits one or more major life activities (e.g., walking, thinking, sleeping, concentrating, standing, sleeping, lifting, eating, drinking, or the functioning of normal bodily systems), you should seek accommodations through the Title IX department.

Common examples of pregnancy-related conditions include: Gestational diabetes, Acid reflux, Chronic migraines, Urinary tract/bladder infections, Severe morning sickness, Severe pelvic bone and/or back pain.

Common accommodations include: larger desks, the ability to have water in the classroom, and additional breaks.

How do I Seek Accommodations?

If you are experiencing a pregnancy-related condition and need support, follow these steps in order to receive accommodations:

Step 1 - Identify What you Need.

Think about the condition you are experiencing, and what the University can do to help you be able to continue your studies.

Step 2 – Ask for Assistance.

Ask for assistance from your professor, or from the University of Maine at Presque Isle Title IX department. Contact information for the Title IX department can be found in the "Resources" section of this guide.

Step 3 – Documentation.

The Title IX Department may need documentation to better understand how they can be of assistance to you, if necessary. This information will be kept private. You never have to share this information with professors.

Step 4 – Work with the University.

Be willing to engage in interactive discussions with the Title IX department to come up with accommodations that are both reasonable and provide you with the greatest opportunity to succeed.

**Pregnant and parenting students may be qualified to receive priority registration for courses. Please reach out to the Deputy Title IX Coordinator for assistance with this.*

LEAVES AND ABSENCES

The University of Maine at Presque Isle, under Title IX, will excuse any medically necessary absences for pregnancy-related conditions. For extended periods of absence, such as the welcoming of a new child, the University of Maine at Presque Isle will tailor the length and need to the individual needing the supportive measure. Biological and non-biological parents will be granted leave under Title IX. Students are encouraged to notify the Deputy Title IX Coordinator as soon as possible of pregnancy-related conditions to ensure that appropriate absences and leaves are granted.

Returning to Class

Title IX requires that students be permitted to resume their schooling in the same status they had before their absence. Students cannot be penalized for any missed time due to pregnancy-related conditions and must be allowed to make up any missed credit (including participation credit) during the semester. Students who are unable to complete any missed credit by the end of the semester are allowed to take an Incomplete and complete the work at a later time. Additionally, the University cannot terminate or reduce athletic, merit or need-based scholarships because of pregnancy or pregnancy-related conditions.

Having Problems with Professors?

Faculty and staff are not required to receive training on the pregnancy/parenting aspects of Title IX, so some may not be fully aware of the requirements.

Faculty do not have the authority to determine when a student needs to return to class after a pregnancy-related condition. Faculty also cannot mandate that a student take a specific amount of leave for recovery. It is up to the student and their medical provider.

Students are encouraged to seek support from the Deputy/Title IX Coordinator to help them provide professors with information on their duties should they run into any problems.

Considerations

Although Title IX requires universities to permit students to return from any medically necessary leaves, students should still take into consideration how an extended leave (i.e., entire semester) might impact aspects such as: health insurance, financial aid, housing, and access to other University benefits.

Students should seek out the Deputy/Title IX Coordinator to learn information about any necessary approvals or forms for both taking leave and returning from leave.

LACTATION ACCOMMODATIONS

Title IX's protections for pregnant and parenting students covers lactation and chest feeding. Title IX requires that students receive accommodations for lactation and chest feeding in the following formats:

Time

If you need to miss a class to nurse or pump, your absence will be excused, and you will not be penalized for your time away. The University of Maine at Presque Isle considers lactation breaks to be a "reasonable accommodation" that can be provided to students to ensure that they receive equal access to their education. Students cannot have their grade lowered, must be given the opportunity to make up any missed work, and provided the information missed during lactation breaks.

A Place to Pump

Title IX requires that students are provided with a lactation/family room that is not a bathroom, is clean, is free from intrusion (lockable doors and window covers), and is functional for use as a lactation space (has an outlet and a chair). Please reach out to the Deputy/Title IX Coordinator for more information on lactation/family rooms.

Nursing in Public

Maine Law states that: "A mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be." This includes the premises of all schools within the University of Maine at Presque Isle. This means that if preferred, you can chest feed in any space on your school's campus.

Nursing parents may also bring their infants to class with them. If you do bring a nursing infant to class, you may feel free to leave the classroom if the infant needs to be soothed, or becomes fussy or disruptive to the classroom or other students. A note taker can be provided for you so that you do not miss anything if you need to step out of class.

The University of Maine at Presque Isle will make any other reasonable changes or accommodations necessary to address any individual lactation needs.

Freedom from Harassment

Title IX protects you from harassment or other discrimination based on the fact that you are a lactating student. This includes freedom from negative comments related to your chest feeding/lactation. If you feel you are being treated worse than other students, please contact the Deputy Title IX coordinator for assistance.