

A MESSAGE FROM THE PRESIDENT



FLAVIUS C. KILLEBREW
TEXAS A&M UNIVERSITY-CORPUS CHRISTI



MEMORANDUM

DATE: Feb. 12, 2016

TO: All Faculty and Staff

SUBJECT: Guidelines Concerning Student Pregnancy under Title IX

I would like to take this opportunity to remind members of the campus community that, in accordance with Title IX of the Education Amendments of 1972, Texas A&M University-Corpus Christi will not discriminate against any student, or exclude any student from its education program or activity (including any class or extracurricular activity), on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery there from, unless the student requests voluntarily to participate in a separate portion of the program or activity. The university will not apply any rules concerning a student's actual or potential parental, family, or marital status, which treats students differently on the basis of sex.

Title IX regulations also require the university to treat pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery there from as a justification for a leave of absence for so long a period of time as is deemed medically necessary by the student's medical provider, at the conclusion of which the student will be reinstated to the status which she held when the leave began. Students requesting leave of absence under this provision must submit their request to *Mr. Samuel Ramirez, Title IX Coordinator* or *Ms. Rosie Ruiz, Deputy Title IX Coordinator* at 361.825.5826, who will initiate the process. In turn, Dr. David Billeaux, Associate Provost and Vice President for Academic Affairs will notify the instructors and coordinate the student's reinstatement as appropriate.

In addition, some university programs and/or classes may involve exposure to chemicals, radiation or other circumstances, which could harm an unborn child. In these cases, pregnant students, or students planning to become pregnant, should consult their health care provider to determine what, if any, additional precautions are needed based on their individual situation. It is the responsibility of the student to communicate their needs to *Mr. Roy Coons, Director, Environmental Health & Safety*, 361.825.5555, as soon as possible in order for risk-reduction to begin when it can be most effective, and to determine if additional modifications are necessary. While the university cannot require pregnant students or students who plan to become pregnant to notify it, we strongly recommend that they do so in order for appropriate steps to be taken to ensure the health of both the parent and the child.

Please contact the university personnel named above to request information or express concerns about safety or environmental issues, or if you have any questions regarding student pregnancy guidelines under Title IX or its application in academic programs.

The ever growing federal, state, System, and University requirements to operate and support a first-rate university are numerous, complex and demanding. As such, the University's compliance goal is to ensure that all aspects of our campus mission (programs, operations, activities, etc.) fully and consistently comply with all laws, policies, regulations, rules and procedures through a culture of compliance. This daily commitment also includes promoting a highly ethical environment in which our students, parents and other stakeholders know they can rely on us.

Developing a strong and continuing culture of compliance is everyone's shared responsibility. In so doing, we fulfill our mission to our students and stakeholders, which is, after all, the ultimate goal of every compliance effort. Doing the right thing right is the Islander Way.



Flavius C. Killebrew
President/CEO