



VALDOSTA STATE UNIVERSITY

Fall 2026

Creating a Supportive Learning Environment for Students

Title IX Training: Pregnancy and Parenting Accommodations



OFFICE of
STUDENT CONDUCT
& TITLE IX
VALDOSTA STATE UNIVERSITY





Welcome and Introductions

***Name *Department *Desired Learning Outcome**

Agenda

- I. Introduction and Training Goals
- II. Title IX & Educational Programming
- III. Students Rights under Title IX
- IV. Faculty Responsibilities
- V. Example Scenarios
- VI. Georgia Law and BOR/ USG Policy
- VII. Academic Adjustments – Examples
- VIII. Paid Leave for Eligible Employees
- IX. Confidentiality and Professional Conduct
- X. Compliance and Reporting
- XI. Campus & Community Wellness Resources
- XII. Course Evaluation



Blazer Safety Tip



Know the rules!

@vstateconduct

About the Office of Student Conduct and Title IX

Mission:

The Office of Student Conduct & Title IX plays a vital role in student growth and retention by setting campus safety standards that assist individuals with aligning their actions with the values outlined in the Blazer Creed. Through educational programming and in-depth learning experiences, the office challenges students to engage in critical thinking and utilize informed decision-making skills.

Vision:

Provide individuals with tools that enhance personal development, fosters accountability, and leads to long-term success.



What is Title IX?

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance."

20 U.S.C. § 1681 & 34 C.F.R. Part 106 (1972)



II. So, what does this mean...

WHAT IS MEANT BY EDUCATIONAL PROGRAMS AND ACTIVITIES?

▶ These include academic majors, the admissions process, athletics, extracurricular activities such as club sports, employment, financial aid, housing, and student services.

IT MEANS...

- ▶ Individuals should not be told they cannot major in a specific area because of their sex. This often happens in STEAM programs.
- ▶ Scholarships and other aid offered cannot be based on sex.
- ▶ Individuals cannot be excluded from participating in sports or clubs based on sex.
- ▶ Individuals cannot be discriminated against based on pregnancy or parenting status.

III. Student Rights under Title IX

- Students must be allowed to:
 - Take medically necessary leave related to pregnancy or childbirth
 - Return to the same academic status after leave
 - Make up any missed work or receive alternatives
- Institutions cannot:
 - Force students to withdraw or take leave
 - Penalize students for medically necessary absences
 - Require a more rigorous standard of documentation than for other medical conditions

For additional information, please visit our page at <https://www.valdosta.edu/administration/student-affairs/title-ix/pregnant-and-parenting-students.php> or request a copy of the [Student's Right Form](#) provided to all students during their intake appointment.

IV. Faculty Responsibilities

- Provide academic adjustments when necessary
- Follow guidance from the Title IX Coordinator or their designee regarding specific student cases
- Maintain confidentiality regarding pregnancy status or health conditions
- Ensure class policies (e.g., attendance or participation) are applied in a nondiscriminatory way

V. Example Scenarios (Discussion Points)

- Student is currently failing the course. The day before grades are due to the Registrar's Office the student inquires about submitting an Incomplete Application.
- Student requests to complete labs online during late pregnancy.
- Student-father requests flexible attendance due to newborn care.

VI. Georgia Law and BOR/USG Policy

- Georgia Law: Does not restrict rights granted under Title IX; no state laws override federal protections
- BOR Policy Manual:
 - 6.5 - Non-Discrimination: Prohibits discrimination based on sex, including pregnancy
 - 4.1.6 - Student Rights and Responsibilities: Protects equitable educational access
- Valdosta State University Policy:
 - Title IX Office coordinates pregnancy-related accommodation requests
 - Faculty must comply with accommodation determinations

VII. Academic Adjustments - Examples

- Excused absences for prenatal appointments and delivery
- Make-up work or alternative assignments
- Flexible deadlines or attendance
- Use of technology for participation (recorded lectures, Microsoft Teams/Zoom access)
- Physical accommodations (e.g., larger desk, elevator access, or allowing a student to make frequent trips to the restroom, when necessary because of their pregnancy)

VIII. Parenting Student Considerations

- Title IX requires nondiscrimination, not automatic accommodations, for parenting status
- Faculty should use discretion and flexibility when working with student parents
- Encourage use of campus resources (e.g., referral to the lactation room, VSU Counseling Center, or VSU Cares Foundation)

IX. Paid Leave for Eligible Employees

- Georgia Law
- Paid maternity leave benefit for eligible employees, effective July 1, 2026.
- Eligible employees who give birth to a child are entitled to three weeks (up to 120 hours) of paid Maternal Leave.
- Must be taken during three weeks immediately following the birth.
- Must be taken before any available paid Parental Leave.
- Applies to the birth of one or more children in a single or multiple pregnancy.
- Runs concurrently with any Family Medical Leave (FMLA) leave that may be available.
- Eligibility Requirements: (1) must be a full-time employee with the institution and (2) completed at least six months of employment with the institution or, if paid on an hourly basis, has worked at least 700 hours during the six months immediately preceding the date of the birth.
- Contact Human Resources at vsubenefits@valdosta.edu to discuss eligibility, leave coordination, and next steps.

X. Confidentiality and Professional Conduct

- Do not disclose the student's pregnancy or health status without written consent (FERPA/HIPPA protections)
- Do not ask intrusive personal questions or discourage academic participation
- Refer all formal requests to the Title IX Coordinator's Designee. Here at VSU this person is the Title IX Compliance Officer and Investigator, Myia Miller.

Myia Miller's Contact Information:

- Email Address: maburden@valdosta.edu
- Office Number: (229) 253-4459
- Office Location: Student Health Ctr, 2nd FL, RM 2205B

XI. Compliance and Reporting

Reporting vs. Referring

- (1) Report any matters of Title IX discrimination to the Office of Student Conduct & Title IX
- (2) Ensure your Course Syllabi has the most accurate contact information for pregnancy accommodations
- (3) If an accommodation need is expressed, refer the student to the Pregnancy and Parenting Accommodation Request Form online

PREGNANT AND PARENTING STUDENTS

TITLE IX

VALDOSTA STATE UNIVERSITY / ADMINISTRATION / STUDENT AFFAIRS / TITLE IX & SEXUAL MISCONDUCT / [PREGNANT AND PARENTING STUDENTS](#)

To ensure a pregnant student's access to educational programs, a school must make adjustments that are reasonable and responsive to the student's temporary pregnancy status. These adjustments are known as "accommodations" under Title IX. Accommodations often require mutual cooperation between the student and professor to develop and implement.

Upon notification, VSU is obligated to provide the following accommodations:

- Absences due to pregnancy. Excused absences due to pregnancy or childbirth for as long as the student's doctor says it is necessary;
- If medical leave is necessary, the student must be allowed to return to the same academic and extracurricular status the student had before medical leave began, which should include providing the student with an opportunity to make up missed work;
- Ensure that instructors understand Title IX requirements related to excused absences and medical leave. Instructors may not refuse to allow a student to submit work after a deadline the student missed because of pregnancy or childbirth. If the teacher's grading is based in part on class



Pregnancy & Parenting Accommodations Request

Valdosta State University is committed to the nondiscrimination, diversity, and inclusiveness of all individuals. This form is to be used when a VSU student is seeking reasonable accommodations because of their pregnancy, pregnancy-related condition, and/or childbirth conflicts with their work environment or academic requirements.

In order for your request to be processed properly, please fill out the sections below completely. Once submitted, allow up to 3-5 business days to process your request. You will receive a correspondence from our office regarding the next steps.

Please do not hesitate to reach out to the [Office of Student Conduct & Title IX](#) at 229.333.5409 or Myia A. Miller, maburdent@valdosta.edu for any questions you may have about this process.

Student Information

Student's full name:	
Student's phone number:	
Student's VSU email address:	
Major/Program of Study:	
VSU Affiliation (required) :	Please Choose...
Location (required) :	

XII. Campus & Community Wellness Resources

MEDICAL DIAGNOSIS, TREATMENT, AND FOLLOW-UP:

Student Health Center Appointments – 219-3200
Student Health Center – 333-5886

SERVICES FOR DOCUMENTED DISABILITIES:

Access Office for Students with Disabilities
Farber Hall – 245-2498

INFORMATION, ASSESSMENT, OR COORDINATION OF TREATMENT FOR MENTAL HEALTH AND ALCOHOL OR OTHER DRUG ISSUES:

VSU Counseling Center
Student Health Center, 2nd Floor – 333-5940

BLAZER WELLNESS

FREE access for ALL students to 24/7/365 mental health resources. This includes a Wellness Hub, texting support, access to psychiatric referral, and iCare (Internet-based Cognitive Behavioral Training) www.valdosta.edu/wellness/

Support/Counseling
833-910-3365 (24/7 support line)

HOLISTIC WELLNESS RESOURCES:

Health Promotions and Wellness
www.valdosta.edu/wellness
Student Health Center, 2nd Floor – 219-3191

PROTECTION IN CRISIS SITUATIONS OR FOR ISSUES INVOLVING PERSONAL SAFETY:

University Police
Oak Street Parking Deck, 2nd floor
(Non-emergency) – 333-7816
(Emergency) – 259-5555 or 911

REPORTING OF DISRUPTIVE OR CONCERNING STUDENT BEHAVIOR:

Behavioral Intervention Team (BIT)/Care Team
www.valdosta.edu/bit
Student Union 3rd Floor, Suite 3106 – 333-5041

STUDENT ASSISTANCE WITH CONNECTING TO SUPPORT AND RESOURCES:

GAP Program
www.valdosta.edu/colleges/education/humanservices/marriage-family-therapy/familyworks/gap/

Safety Resources & Training Blazer Guardian App
www.valdosta.edu/administration/finance-admin/policy/

Self Defense Classes
www.valdosta.edu/administration/finance-admin/policy/crime-prevention-programs.php

Bystander Intervention Training
www.valdosta.edu/student/rsvp/forms/bystanderintervention-training-request.php

COMMUNITY RESOURCES PSYCHIATRIC DIAGNOSIS, TREATMENT, AND FOLLOW-UP:

MENTAL HEALTH RESOURCE GUIDE COMMUNITY RESOURCES PSYCHIATRIC DIAGNOSIS, TREATMENT, AND FOLLOW-UP:

Behavioral Health Services of South Georgia
3120 N. Oak Street Ext., Suite B, 671-6170
(in-patient services) 671-6170

Greenleaf Counseling Center
2217 Pineview Drive, 671-6700
Georgia Crisis Access Line – 1-800-715-4225

RAILWAY WELLNESS CENTER

303 Woodrow Wilson Drive, 229-244-5000
Dr. Livingston Rasalam

South Georgia Psychiatric & Counseling Center
2704 N. Oak Street, Building B-3,
229-257-0100
Dr. Nitin Patel and Dr. Bhavesh Patel

Valdosta Psychiatric Associates, LLC
3541 N. Crossing Circle, 229-244-4200
Dr. Joe Morgan

Vandemark Psychiatry & Counseling
2109 N. Patterson Street, Suite B,
229-232-4833
Dr. Wendy Vandemark

CRISIS INTERVENTION/EMERGENCY SERVICES:

South Georgia Medical Center
2501 N. Patterson Street, 333-1000

INFORMATION, ASSESSMENT, OR COORDINATION OF TREATMENT FOR ALCOHOL OR OTHER DRUG ISSUES:

Bridgeway Recovery Center
1102 Williams Street, Valdosta, Georgia 31601,
(229) 469-7518

CONSULTATION AND SUPPORT REGARDING WOMEN'S HEALTH ISSUES:

Health Department
206 S. Patterson Street – 333-5255

Options Now, Pregnancy Support Center
214 West Park Ave.
333-0080
506-5017

National Suicide Prevention Lifeline

1-800-273-TALK (8255) or
suicidepreventionlifeline.org

Crisis Text Line

Text GA to 741741

Georgia Crisis Access Line

1-800-715-4225 or
www.georgiacollaborative.com/providers/georgia-crisis-and-access-line-gcal

Veterans Crisis Line

1-800-273-8255 or
www.veteranscrisisline.net

The Trevor Project

(For LGBTQ+ young people under 25)
1-866-488-7386 or
www.thetrevorproject.org

LGBT National Hotline

(For LGBTQ+ of all ages, Not 24 Hour)
888-843-4564 or www.glbthotline.org

The Steve Fund Text Line

(For young people of color)
Text STEVE to 741741 or
www.stevfund.org/crisistextline

National Alliance on Mental Illness

(NAMI Additional Hotlines, not all 24 hour)
nami.org/resources/crisis-info-2

Course Evaluation



Here For You!!!

Individuals contact us to:

- request training.
- assist them in locating support services, and
- to report misconduct.

Email: studentconduct@valdosta.edu

Call: 229-333-5409

Visit: 200 Georgia Ave.

Submit a report online at:

<https://www.valdosta.edu/administration/student-affairs/student-conduct-office/>



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