Iliff School of Theology Title IX Coordinator

The Title IX Coordinator has the primary responsibility for coordinating Iliff School of Theology’s efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent prohibited discrimination, harassment, and retaliation.

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TITIIE IX
& PREGNANCY
Iliff School of Theology is committed to providing an educational and employment environment that is free from discrimination on the basis of sex, which includes discrimination based on current, potential, or past pregnancy or related conditions.

What is Title IX?

Title IX of the Education Amendments of 1972, or “Title IX,” is a federal law that prohibits discrimination based on sex in educational programs. This law ensures that all people have an equal opportunity for education, regardless of their sex or gender.

Title IX makes it illegal to discriminate because of sex, which includes discrimination on the basis of pregnancy, childbirth, lactation, miscarriage, abortion, or related conditions, including recovery. Title IX also ensures the right for pregnant and postpartum students to get changes at school when needed, and to take medically necessary leave. The law bans harassment, intimidation, or other discrimination in schools because of pregnancy-related conditions.

Further, any rules concerning parental, family, or marital status may not apply differently based on sex. For example, schools of higher education cannot provide women with time to bond with or care for their children and not men.

The law against sex discrimination covers all aspects of an educational program. This includes school sponsored extracurricular activities and internships, financial aid and scholarships, career counseling, and clinical work.

Voluntary Leave of Absence

Students must be allowed to take time off from school for pregnancy, childbirth, miscarriage, termination and/or recovery for as long as their licensed healthcare provider says is medically necessary. That could mean a few absences for necessary medical appointments, or a longer leave of absence for a high-risk pregnancy or childbirth. This rule applies even if taking medically necessary leave would require an absence for longer than the school’s leave policy ordinarily allows. Students cannot be penalized for taking leave, and must be able to return to school in the same status they held before taking leave.

Lactation

Iliff School of Theology has a room designated as a lactation space in I-106. In accordance with federal law, this designated lactation space is clean, not a bathroom, and safe and functional for use as a lactation space. It is also free from view and intrusion (e.g., equipped with window coverings and a door that locks). The lactation room is available during all hours Iliff is open.

Modifications

Schools are required to provide pregnant students, and students with related conditions (such as childbirth recovery, lactation, postpartum depression) with “reasonable academic adjustments.” Those are changes to policies, procedures, and practices to allow the student equitable access to education in light of their health needs. Examples of common reasonable academic adjustments include:

- A larger or different desk
- Breaks during class or exams to eat, drink, use the restroom, or pump milk
- Changes in schedule or course sequence
- Extensions on deadlines and rescheduling tests