

Rule 7.2.1.3.1 Justification

Proposed revisions to 7.2.1.3.1 will allow a non-birthing parent to go out on leave earlier than the day their child is born when their partner is admitted into the hospital before the delivery date. We are keeping related excused absences to the same 14 consecutive day maximum but want to give the non-birthing parent more flexibility as to when the leave can begin. The rule currently states that the leave begins the day their child is born.

Red-line text

7.2.1.3.1 Excused Absences for a student that is a non-birthing parent, adoptive parent, or guardian of a child-

- Absences related to the birth of a child, adoption of a child or foster care placement of a child under three years of age will be excused, as directed below.
- Excused absences for a birthing parent are governed by Student Rule 7.2.1.3.

Excused absences for a non-birthing parent or guardian of a child may be taken **up to two days before or** on the day of birth/placement and the days immediately following the birth or placement of a child.

Excused absences for a non-birthing parent or guardian shall not exceed 14 consecutive calendar days, starting the day **of the leave begins, birth/placement**.

Students whose absence is excused under this subsection may not be penalized for the absence and shall be automatically approved by the Title IX Office to complete a missed assignment or examination in accordance with Student Rule 7.4.1.

Requests for excused absences must be submitted as soon as the need becomes apparent. The Title IX Office will approve or deny requests in accordance with this rule.

Requests and related questions should be directed to Civil Rights and Title IX at 979.458.8407 or **TIX.Pregnancy@tamu.edu**