Texas MBA Parent Accommodation Policy
July 5, 2017

McCombs welcomes and supports new and expectant parents in each incoming class. The MBA Program Office works with each student to balance the demands of pregnancy and/or new parenthood with the responsibilities of academic life.

Academic Accommodations

In accordance with Title IX §106.40 Marital or parental status,¹ and guidance in Supporting the Academic Success of Pregnant and Parenting Students: Under Title IV of the Education Amendments of 1972, U.S. Department of Education (DOE), June 2013, McCombs will support Texas MBA students who require accommodations due to pregnancy and childbirth by:

- Excusing a student's absences due to pregnancy or related conditions, including recovery from childbirth (§106.40(b)(5)),
- Giving a student the opportunity to make up any work missed due to pregnancy or childbirth (DOE p. 17), and
- Providing the same special services to a student who misses school because of pregnancy or childbirth that is provided to students with temporary medical conditions. (§106.40(b)(4)) In this spirit with instructor agreement, McCombs will videotape or audiotape up to six weeks of classes following the birth or adoption of a child under three years of age. Academic advisers are available to develop academic plans for pregnant and parenting students. (DOE p. 17)

The school's parental accommodation policy is designed to support students of all gender identities and gender expressions in the Texas MBA program as they become new parents, whether by childbirth or by adoption. A period of parental accommodation is extended to all new student parents. The duration of this accommodation period depends on each student's specific circumstances and instructor agreement in consultation with the student’s physician (§106.40(b)(5)). During this time, students will retain full-time status, full funding from McCombs-granted scholarships and/or fellowships, and instructor agreed academic deadlines will be extended.

Parents of children of all ages should consult with their program advisor for accommodations as the result of unexpected events.

The MBA Program Office welcomes questions from students regarding accommodations for pregnant and parenting students.

¹ https://www2.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html#S40