

KWC Title IX 2024 Updates

Kentucky Wesleyan College prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to the Title IX Coordinator. The notice of nondiscrimination is located at

<https://kwc.edu/campus-life/sexual-harassmentassault/&rform=0> .

Non-Discrimination Policy

Kentucky Wesleyan College does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. Inquiries about Title IX may be referred to Kentucky Wesleyan College's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. Kentucky Wesleyan College's Title IX Coordinator is Lori Thurman, whose office is located in the Greenwell Library and can be contacted at lori.thurman@kwc.edu or at 270-852-3254.

Kentucky Wesleyan College's nondiscrimination policy and grievance procedures can be located at the link below. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the processes and policies listed below.

Mandatory Reporting/Training for Kentucky Wesleyan College Faculty and Staff

All Kentucky Wesleyan College faculty and staff will be required to participate in mandatory annual Title IX training. Failure to complete such training will result in a written reprimand in the personnel file.

All Kentucky Wesleyan College faculty and staff will be required mandatory reporters for Title IX sex discrimination, sexual harassment, and potential pregnancy modifications. In each case, faculty and staff will share with the complainant the location and contact information for the Title IX office and follow up with an email to the Title IX office and complainant. Failure to report complaints to the Title IX office will result in a written reprimand in the personnel file.

Grievance Procedures for Complaints of Sex Discrimination

Kentucky Wesleyan College has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations.

Complaints:

The following people have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that Kentucky Wesleyan College investigate and make a determination about alleged discrimination under Title IX:

A “complainant,” which includes: a student or employee of Kentucky Wesleyan College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX;

or a person other than a student or employee of Kentucky Wesleyan College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in Kentucky Wesleyan College’s education program or activity;

A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant;

or Kentucky Wesleyan College Title IX Coordinator.

Basic Requirements of Title IX Grievance Procedures:

Kentucky Wesleyan College will treat complainants and respondents equitably. When a Title IX Coordinator is notified of conduct that reasonably may constitute sex discrimination under Title IX (and in the absence of a complaint or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process), the Title IX Coordinator must determine whether to initiate a complaint of sex discrimination as required under Title IX. The requirements for such a fact-specific determination are set forth in § 106.44(f)(1)(v).

Kentucky Wesleyan College requires that any Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. A decisionmaker may be the same person as the Title IX Coordinator or investigator.

Kentucky Wesleyan College presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

Kentucky Wesleyan College has established the following timeframes for the major stages of the grievance procedures:

1. Evaluation (the decision whether to dismiss or investigate a complaint)- 3 business days
2. Investigation-5 business days
3. Determination-5 business days
4. Appeal-5 business days

Kentucky Wesleyan College has also established the following process that allows for the reasonable extension of time frames on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay by written statement to the Title IX Coordinator of the need for an extension with justification.

Kentucky Wesleyan College will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

Kentucky Wesleyan College will objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Kentucky Wesleyan College to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

- Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality.
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Kentucky Wesleyan College obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

Notice of Allegations:

Upon initiation of Kentucky Wesleyan College's Title IX grievance procedures, Kentucky Wesleyan College will notify the parties of the following:

- Kentucky Wesleyan College's Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination, and the date(s) and location(s) of the alleged incident(s);
- Retaliation is prohibited; and
- The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence.
- If Kentucky Wesleyan College provides a description of the evidence: The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.
- If, in the course of an investigation, Kentucky Wesleyan College decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the notice provided or that are included in a complaint that is consolidated, Kentucky Wesleyan College will notify the parties of the additional allegations.

Dismissal of a Complaint:

Kentucky Wesleyan College may dismiss a complaint of sex discrimination if:

- Kentucky Wesleyan College is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in Kentucky Wesleyan College's education program or activity and is not employed by Kentucky Wesleyan College;
- The complainant voluntarily withdraws any or all of the allegations in the complaint,
- The Title IX Coordinator declines to initiate a complaint, and Kentucky Wesleyan College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- Kentucky Wesleyan College determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX.
- Before dismissing the complaint, Kentucky Wesleyan College will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, Kentucky Wesleyan College will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then Kentucky Wesleyan College will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

Kentucky Wesleyan College will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then Kentucky Wesleyan College will also notify the respondent that the dismissal may be appealed. Dismissals may be appealed on the following bases:

- Procedural irregularity that would change the outcome;
- New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- The Title IX Coordinator, investigator, or decision maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If the dismissal is appealed, Kentucky Wesleyan College will:

- Notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- Implement appeal procedures equally for the parties;
- Ensure that the decision maker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the decision maker for the appeal has been trained consistent with the Title IX regulations;
- Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, Kentucky Wesleyan College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within Kentucky Wesleyan College's education program or activity.

Investigation:

Kentucky Wesleyan College will provide for adequate, reliable, and impartial investigation of complaints. The burden is on Kentucky Wesleyan College—not on the parties—to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.

Kentucky Wesleyan College will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

Kentucky Wesleyan College will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

Kentucky Wesleyan College will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- Kentucky Wesleyan College will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence.
- Kentucky Wesleyan College provides a description of the evidence: Kentucky Wesleyan College will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.
- Kentucky Wesleyan College will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
- Kentucky Wesleyan College will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Questioning the Parties and Witnesses:

Kentucky Wesleyan College will provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination. Parties/Advisors can submit questions prior to the process for the decision maker to consider. During the process the decision maker may allow for additional questions to be raised.

Procedures for a Live Hearing:

Kentucky Wesleyan College will conduct the live hearing with the parties physically present in the same geographic location or, at Kentucky Wesleyan College's discretion or upon the request of either party, will conduct the live hearing with the parties physically present in separate locations with technology enabling the decisionmaker and parties to simultaneously see and hear the party or witness while that person is speaking.

Kentucky Wesleyan College will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review.

Determination Whether Sex Discrimination Occurred:

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Kentucky Wesleyan College will:

- Use the preponderance of the evidence to determine whether sex discrimination occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination occurred.
- Notify the parties in writing of the determination whether sex discrimination occurred under Title IX including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable; Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.

If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:

- Coordinate the provision and implementation of remedies to a complainant and other people Kentucky Wesleyan College identifies as having had equal access to Kentucky Wesleyan College's education program or activity limited or denied by sex discrimination;
- Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
- Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within Kentucky Wesleyan College's education program or activity.
- Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

Determination Whether Sex-Based Harassment Occurred:

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Kentucky Wesleyan College will:

- Use the preponderance of the evidence to determine whether sex-based harassment occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination

occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination occurred.

- Notify the parties simultaneously in writing of the determination whether sex-based harassment occurred under Title IX including:
 - A description of the alleged sex-based harassment;
 - Information about the policies and procedures that Kentucky Wesleyan College used to evaluate the allegations;
 - The decision maker's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;
 - When the decisionmaker finds that sex-based harassment occurred,
 - any disciplinary sanctions Kentucky Wesleyan College will impose on the respondent,
 - whether remedies other than the imposition of disciplinary sanctions will be provided by Kentucky Wesleyan College to the complainant, and, to the extent appropriate, other students identified by Kentucky Wesleyan College to be experiencing the effects of the sex-based harassment; and
 - Kentucky Wesleyan College's procedures and permissible bases for the complainant and respondent to appeal.

Kentucky Wesleyan College will not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the Title IX grievance procedures that the respondent engaged in prohibited sex discrimination. If there is a determination that sex discrimination occurred, as appropriate, the Title IX Coordinator will:

- Coordinate the provision and implementation of remedies to a complainant and other people Kentucky Wesleyan College identifies as having had equal access to Kentucky Wesleyan College's education program or activity limited or denied by sex discrimination;
- Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
- Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within Kentucky Wesleyan College's education program or activity.
- Comply with the Title IX grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the Title IX grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

The determination regarding responsibility becomes final either on the date that Kentucky Wesleyan College provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

Appeal of Determinations:

Kentucky Wesleyan College offers the following process for appeals from a determination whether sex discrimination occurred and one of the following is alleged:

- Procedural irregularity that would change the outcome;
- New evidence that would change the outcome and that was not reasonably available

- when the dismissal was made; and
- The Title IX Coordinator, investigator, or decision maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

Kentucky Wesleyan College will:

- Notify the parties of any appeal;
- Implement appeal procedures equally for the parties;
- Ensure that the decision maker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;
- Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties of the result of the appeal and the rationale for the result.

Informal Resolution

In lieu of resolving a complaint through Kentucky Wesleyan College's Title IX grievance procedures, the parties may instead elect to participate in an informal resolution process.

Supportive Measures:

Kentucky Wesleyan College will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to Kentucky Wesleyan College's education program or activity or provide support during Kentucky Wesleyan College's Title IX grievance procedures or during the informal resolution process.

For complaints of sex-based harassment, these supportive measures may include:

- Mutual No Contact Order
- Change in Housing Assignment
- Change in Class Schedule
- Escorts to and from Classes
- Emergency Removal from Campus
- Referral to the Counseling Center
- Referral to Community Resources

Disciplinary Sanctions and Remedies:

Following a determination that sex-based harassment occurred, Kentucky Wesleyan College may impose disciplinary sanctions, which may include suspension and expulsion. Kentucky Wesleyan College may also provide remedies, which may include community service, educational programs, or counseling.

Definitions:

Complainant:

- (1) A student or employee who is alleged to have been subjected to conduct that could

- constitute sex discrimination under Title IX or its regulations; or
- (2) A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations and who was participating or attempting to participate in the recipient's education program or activity at the time of the alleged sex discrimination.

Complaint:

an oral or written request to the recipient that objectively can be understood as a request for the recipient to investigate and make a determination about alleged discrimination under Title IX or its regulations.

Consent:

a person's positive cooperation or expressed intent to engage in an act, while acting freely and voluntarily. The person must also be knowledgeable about the act or transaction involved, and not be incapacitated by drugs or alcohol, unconscious, or under the threat of violence or other forms of coercion. Consent cannot be obtained through physical force, intimidation, or deception.

Disciplinary sanctions:

consequences imposed on a respondent following a determination under Title IX that the respondent violated the recipient's prohibition on sex discrimination.

Party:

a complainant or respondent.

Relevant:

related to the allegations of sex discrimination under investigation as part of these grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Remedies:

measures provided, as appropriate, to a complainant or any other person the recipient identifies as having had their equal access to the recipient's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to the recipient's education program or activity after a recipient determines that sex discrimination occurred.

Respondent:

a person who is alleged to have violated the recipient's prohibition on sex discrimination.

Retaliation:

intimidation, threats, coercion, or discrimination against any person by the recipient, a student, or an employee or other person authorized by the recipient to provide aid, benefit, or service under the recipient's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Sex-based harassment:

is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

- (1) Quid pro quo harassment.
An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;
- (2) Hostile environment harassment.
Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - (i) The degree to which the conduct affected the complainant's ability to access the recipient's education program or activity;
 - (ii) The type, frequency, and duration of the conduct;
 - (iii) The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
 - (iv) The location of the conduct and the context in which the conduct occurred; and
 - (v) Other sex-based harassment in the recipient's education program or activity; or
- (3) Specific offenses
 - (i) Sexual assault meaning an offense classified as a forcible or non forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
 - (ii) Dating violence meaning violence committed by a person:
 - (A) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - (B) Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - (1) The length of the relationship;
 - (2) The type of relationship; and
 - (3) The frequency of interaction between the persons involved in the relationship;
 - (iii) Domestic violence meaning felony or misdemeanor crimes committed by a person who:
 - (A) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;
 - (B) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - (C) Shares a child in common with the victim; or
 - (D) Commits acts against a youth or adult victim who is

- protected from those acts under the family or domestic violence laws of the jurisdiction; or
- (iv) Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - (A) Fear for the person's safety or the safety of others; or
 - (B) Suffer substantial emotional distress.

Supportive measures:

individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- (1) Restore or preserve that party's access to the recipient's education program or activity, including measures that are designed to protect the safety of the parties or the recipient's educational environment; or
- (2) Provide support during the recipient's grievance procedures or during an informal resolution process.

STUDENT PREGNANCY MODIFICATIONS POLICY

KENTUCKY WESLEYAN COLLEGE

In conformity with the pertinent requirements of Title IX of the Education Amendments of 1972 enacted by the Congress of the United States, Kentucky Wesleyan College does not within the context of its religious principles, its heritage, its mission and its goals discriminate on the basis of sex in the area of employment, admission or educational programs or other activities.

Sex discrimination includes discrimination based on pregnancy, childbirth, miscarriage, recovery, or related conditions. Sex discrimination is prohibited in all programs and activities offered by the College. The benefits and services provided to students affected by pregnancy shall be no less than those provided to KWC students with temporary medical conditions.

ACADEMIC AND EXTRACURRICULAR PARTICIPATION

Pregnant students cannot be excluded from participating in any part of an educational program due to their pregnancy. Pregnant students may attend classes and participate in all educational activities in which they would otherwise be allowed to attend or participate. This includes but is not limited to classes, advanced placement and honors classes, extracurricular programs and activities, internships, interscholastic sports, honor societies, financial aid and scholarships, career counseling and opportunities for student leadership. The presumption is that the student can continue as is regular unless the student and physician decide otherwise. Pregnant students are not required to produce a doctor's note to stay in school or participate in activities unless all students with temporary medical conditions are required to do so.

MODIFICATIONS

KWC students who are pregnant or have pregnancy-related conditions will be provided with modifications equal to those provided to non-pregnant students with other temporary medical conditions. While the student may request a specific modification (e.g., move a class to a first-floor classroom), the College will determine what modification is granted (e.g., move a class nearer an elevator). Examples of modifications may include:

- Allowing opportunities to make up missed work, extend deadlines, and earn credit for tests, assignments, participation, and attendance.
- Allowing a pregnant student to maintain a safe distance from hazardous substances.
- Modifying the physical environment such as accessible seating or temporary elevator access.

MEDICAL LEAVE AND WITHDRAWAL FROM COLLEGE

The College will excuse a student's absences due to pregnancy or related conditions when the student's physician deems the absences medically necessary. Any student requesting a medical withdrawal should follow the steps outlined in the [KWC Medical Leave and Withdrawal Policy](#) (see below*). Students requesting a withdrawal/leave of absence can complete the [KWC Leave of Absence/Withdrawal Form](#).

A student returning from leave is not required to provide documentation to return unless it would be required from other students returning from a leave due to a temporary medical condition. Any student returning from a leave for pregnancy or pregnancy-related condition will be returned to the same academic program and same standing in the College with no loss of standing, credit, progress, grade point average, or other rights or privileges. The College will take reasonable steps to ensure that a student who was in good academic standing prior to a leave will be returned to good academic standing as long as the duration of their leave is consistent with this policy and the policies of the College.

INTERACTION WITH DISABILITIES

Pregnancy is not considered a disability. However, some conditions that arise from pregnancy (e.g., hypertensive preeclampsia, gestational diabetes) may be disabilities that necessitate reasonable academic and/or extracurricular accommodations. Students with pregnancy-related disabilities, like any other student with a disability, are entitled to academic adjustments or auxiliary aids and services in accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act.

To request an accommodation for a pregnancy-related disability, students should contact the Coordinator of Disability Support Services, Kim Johnson at kim.johnson@kwc.edu or 270-852-3212. As with all accommodation requests for temporary conditions, the student will be required to provide documentation of the pregnancy-related medical condition. The Coordinator will determine if the accommodation is necessary and appropriate.

DISSEMINATION OF INFORMATION

Information about a pregnant student's requests for modifications will be shared with other employees on a limited, need-to-know basis as is necessary to implement the modifications.

COMPLIANCE AND REPORTING

Kentucky Wesleyan faculty and staff are responsible for complying with this policy. Students who believe they have experienced discrimination based on pregnancy or pregnancy-related conditions can file a Title IX complaint with the Title IX Coordinator, Lori Thurman at lori.thurman@kwc.edu or 270-852-3254 or [Online Title IX Complaint Submission](#). The complaint will be handled in the same manner as non-pregnancy-related complaints.

LACTATION SPACES

Kentucky Wesleyan College will provide lactation spaces on campus for students or employees who are nursing. A lactation space will be located on the second floor of the administration building in room 208. This space will have refrigeration, a sink, seating, and privacy for mothers. The external doors will be equipped with a vacant/occupied lock to notify mothers of availability.

*** WITHDRAWAL FROM COLLEGE**

By electing to register for courses at Kentucky Wesleyan College, students become financially liable for all associated tuition and fees. If a student decides they do not desire to attend Kentucky Wesleyan College prior to classes beginning, they must officially withdraw. To withdraw officially from Kentucky Wesleyan College, the appropriate withdrawal form must be completed and signed by the Dean of the College. The withdrawal form may be obtained in the Office of the Dean of the College. If the student withdraws after the no-penalty date, a prorated adjustment in charges and financial aid will be made based on the number of registered days. After 60% of the enrollment term, no adjustments are made, which is congruent with the federal financial aid adjustment schedule. Please see the Financial Aid section for more details. Based on the adjusted charges and financial aid, the appropriate refund of payment or billing for outstanding balance due will be mailed to the student's home address within fifteen working days of the withdrawal. Failure to properly withdraw means the forfeit of all rights to an adjustment of charges and a grade of "F" may be recorded for all courses.

LEAVE OF ABSENCE

In general, students are expected to complete their degrees by attending Kentucky Wesleyan College for four consecutive years. Occasionally, students may find it necessary to interrupt their program of study. In this event, the student may apply to the Academic Dean of the College for a leave of absence, not to exceed 12 consecutive months. Ordinarily, leaves are granted only at the conclusion of a term. Students on leave need not apply for readmission but should notify the Registrar at least 30 days before their return. The right to use college facilities is suspended while the leave is in effect.

Kentucky Wesleyan College Title IX Team

Title IX Coordinator

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