

# Supporting Student-Parents on Campus: Advice, Resources, and Rights



## **A Project of the Emily Taylor Center for Women & Gender Equity**

We created this handbook to provide a comprehensive resource for students who are also parents. Student-parents have many unique responsibilities that they must balance and it is important to provide a resource that will help student-parents navigate both roles.

This handbook lists on-campus resources, lactation room locations (with a campus map), scholarship information, Title IX rights and protections, as well as words of advice and encouragement.

We hope this resource answers many, if not all, of the questions student-parents have as they learn to navigate life as a student and as a parent at the University of Kansas.

For additional resources, please contact the Emily Taylor Center for Women & Gender Equity by phone at (785)-864-3552, by email at [emilytaylorcenter@ku.edu](mailto:emilytaylorcenter@ku.edu), or visit us in Wescoe Hall, Room 4024. We'll help you get started!

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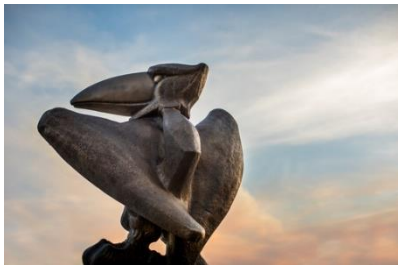
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## On-campus Resources

*Information retrieved from respective office websites*

### **Emily Taylor Center for Women & Gender Equity (ETC)**

Contact at [emilytaylorcenter@ku.edu](mailto:emilytaylorcenter@ku.edu), call at 785-864-3552, or visit at Wescoe in Room 4024

- ◇ Programming
- ◇ Scholarships & Aid
- ◇ Individual Assistance
- ◇ Specialized Referrals

### **Institutional Opportunities & Access (IOA)**

Contact at [ioa@ku.edu](mailto:ioa@ku.edu), call at 785-864-6414, or visit at Carruth-O'Leary Room 153

- ◇ Provides educational trainings regarding the University's policies that prohibit harassment, discrimination, sexual misconduct, and sexual violence
- ◇ Serves as a culturally competent, trauma informed, neutral fact finder of complaints of harassment, discrimination, sexual misconduct, and sexual violence
- ◇ Assists faculty, staff, and students to identify interim and protective measures as well as campus and community support resources

### **Student Involvement & Leadership Center (SILC)**

Contact at [silcfront@ku.edu](mailto:silcfront@ku.edu), call at 785-864-4861, or visit at 1301 Jayhawk Blvd, Rm 400 (Kansas Union)

- ◇ **Nontraditional Student Services Eligibility:** Nontraditional students may include students who are commuters (10 or more miles to the Lawrence campus), parents, veterans, or three years older than most classmates (i.e. 21-year-old first-year)

### **Hilltop Child Development Center**

Contact at [hilltop@ku.edu](mailto:hilltop@ku.edu), call at 785-864-4940, or visit **at new address to be announced**

- ◇ Student-friendly services: sliding fee schedule, scholarship fee subsidies, priority to student families on the waiting list and optional care for periods when KU classes are not in session

### **KU Child & Family Services Clinic**

Call at 785-864-4416, or visit at 2021 Dole HDC, 1000 Sunnyside Avenue

- ◇ Mental health care to children, adolescents, and families of Northeast Kansas, including Lawrence, Eudora, Baldwin City, Topeka, and the Kansas City Metro area
- ◇ Parent Handout Series for support related to mental health concerns in children and adolescents
- ◇ ADHD (Attention Deficit Hyperactivity Disorder) and LD (learning disability) testing for adults at a discounted rate for KU students.

## Scholarships & Aid

*Information retrieved from KU Policy Library*



**Terri Knoll Johnson Award:** This award was established by Dr. Kelly Johnson to honor his wife Terri, who died of breast cancer in 2005. Eligible applicants are full-time undergraduate or graduate student-parents who in the College of Liberal Arts and Sciences, who demonstrate financial need or who plan on applying their academics to make a difference in the world. Information on the ETC website.

**KU Women 4 KU Women Fund:** This scholarship was created by Women Philanthropists for KU to “send the elevator down” in order to assist women in fulfilling their educational and career goals. This can include assistance for costs related to conferences, graduate exam applications, textbooks, or job interviews. Information on the ETC website.

**Childcare Grant and Budget Adjustment:** This grant assists students with children in day care. To qualify, student-parents must have a child who is five years old or younger and not yet in kindergarten. Funding for this aid is provided through the Student Senate Educational Opportunity Fund.

*Application process for Childcare Grant and Budget Adjustment Fund:* Application should be available on the Financial Aid & Scholarships (FAS) website in early September of the Academic Aid year. The priority deadline is set for a date in late September. Applications received after the priority date will be considered for the grant if grant funds are still available. Childcare expenses provided to the student are used to establish eligibility. Criterion can be found on the FAS website.



## Non-Traditional Student Scholarships

*Information retrieved from the Student Involvement & Leadership Center, the Jeannette Rankin Women's Scholarship Fund, and Emergescholarships.org*

**Peedee Brown Award:** Undergraduate students in the College of Liberal Arts and Sciences, full-time or part-time enrollment. Preference given to unmarried custodial parents. Information on SILC website.

**Mary C. Breakey Award:** Graduate or undergraduate woman, Kansas resident, 1 – 6 credit hour enrollment only. Information on SILC website.

**Soad El-Hodiri Award:** Undergraduate only, any gender identity, full-time or part-time enrollment. Information on SILC website.

**Paula Gottdenker Award:** Graduate or undergraduate woman, age 50 or older, unmarried, full or part-time enrollment. Information on SILC website.

**EOF Nontraditional Student Learner/Veteran Need Scholarship:** Undergraduate only, enrolling in 6 or more credit hours for Fall 2016. Demonstrate significant contributions to campus and/or community. Information on SILC website.

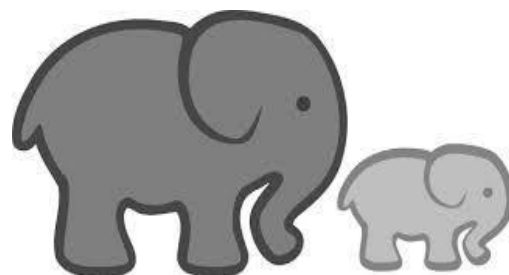
**Jeannette Rankin Women's Scholarship Fund:** Low-income women 35-years-old or older across the U.S. Information to learn and apply on the Jeannette Rankin Women's Scholarship Fund website. Information can be found at <https://jrf.fluidreview.com/>.

**Emerge Fund:** Women whose educations have been interrupted, who have overcome significant obstacles, and who give back to their communities. Information can be found at <http://emergescholarships.org/index.php/apply>.

## Lactation Room Locations

*Rooms highlighted in **red** serve only as a lactation site. Please visit <http://emilytaylorcenter.ku.edu/lactation-stations> for detailed information and arrangements.*

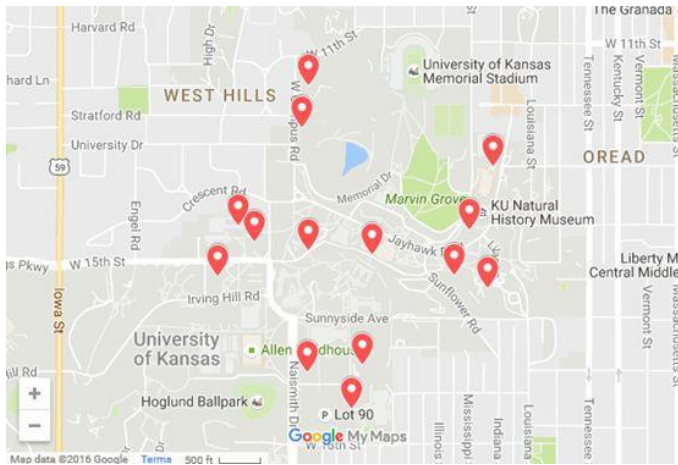
- ◇ Ambler Student Recreation Fitness Center (Pumping location only; Room 15B)
- ◇ Anschutz Library (Private study room on the 2<sup>nd</sup> Floor – please inquire at the 3<sup>rd</sup> Floor desk)
- ◇ Blake Hall
- ◇ **Capitol Federal Hall (Room 1114)**
- ◇ Carruth – O’Leary Hall (Room 119 & 207)
- ◇ **Green Hall (Room 314)**
- ◇ **Learned Hall (Room 4165G)**
- ◇ Leep2 –School of Engineering (Room 1410 Leep2)
- ◇ **JRP (Room 208)**
- ◇ Lippincott Hall
- ◇ Multicultural Resource Center
- ◇ **School of Pharmacy (W. Campus, Room 3036)**
- ◇ **Watkins Memorial Health Center (Room 2305)**
- ◇ **Watson Library**
- ◇ **Wescoe Hall**
- ◇ KU Edwards Campus (Regents Center Room 210)
- ◇ KU Medical Center “Express Station” (schedule through Outlook calendar on Emily Taylor Center website).



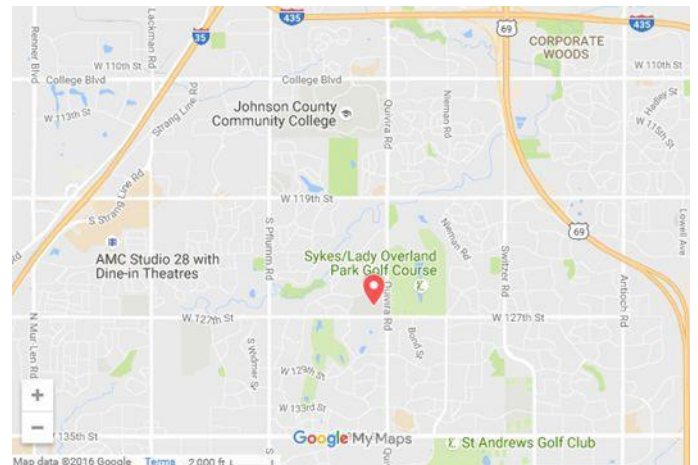


## Lactation Room Map & Signage

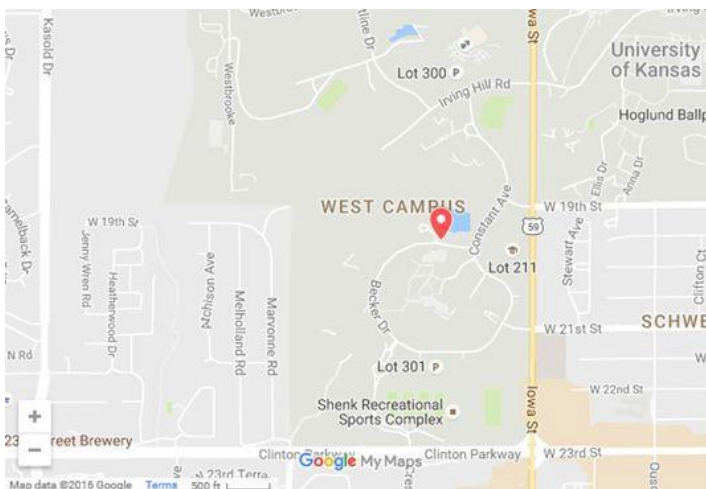
*Main Campus*



*Edwards Campus*



*West Campus*



*Lactation Room Sign*



## Healthcare

*Information retrieved from Watkins Health Services and the KU Child & Family Services Clinic*

**Mandatory Health Fee and Part-time Students:** Full-time students who pay Campus Fees pay for a Health Fee that is included in the overall cost. For part-time students, in order to be seen at Watkins Health Center (WHC), the remaining cost of the Health Fee is added to a student's account at WHC. This plan covers all students at the University of Kansas to an extent. Visits include appointments within the clinics, as well as ancillary services such as prescription pick-ups from the Pharmacy and Lab work.

**Voluntary Insurance:** Students may purchase voluntary insurance through United Healthcare Student Resources. The Kansas Board of Regents (KBOR), in cooperation with state universities, sponsors a voluntary health insurance plan designed specifically for students. United Healthcare Student Resources is the carrier for this plan, which is fully compliant with the federal Patient Protection and Affordable Care Act. This plan covers pregnancy, delivery, and care for children if the student has enrolled both themselves and their children. The plan was designed primarily for the college student demographic, but they do allow students to enroll their families (at a higher annual premium). Please refer to the KBOR plan on the Watkins Health Center web page.

**KU Child & Family Services Clinic:** Provides affordable, quality mental health care to children, adolescents, and families of Northeast Kansas, including Lawrence, Eudora, Baldwin, Topeka, and the Kansas City Metro area. They are the primary training clinic for graduate students in the Clinical Child Psychology Doctoral program at KU.

## Know Your Rights as a Student-Parent Under Title IX

*Information retrieved from the U.S. Dept. of Education*



### **Classes and School Activities:**

Your school must allow you to choose if you would like to participate in classes and extracurricular activities without submitting a doctor's note for proof [of pregnancy and child-related accommodation] unless all students are required to submit a doctor's note for absences.

Your school must provide you with reasonable adjustments because of your pregnancy.

### **Excused Absences and Medical Leave:**

Your school must allow excused absences and late assignments, without penalty, due to pregnancy or childbirth per doctor's request.

Your school must allow you to return to the same academic and extracurricular status as before your medical leave began, and allow you to make up any missed work.

Your school must provide pregnant students with the same special services as students with temporary medical conditions.

### **Harassment:**

Your school must provide protection from harassment because of pregnancy or related conditions.

### **Policies and Procedures:**

Your school must provide public grievance procedures. A complaint may be filed through the IOA (listed under "resources" section of the brochure).

## Parents Who Work at KU: Family and Medical Leave Act ( FMLA)

*Information retrieved from the KU Policy Library*

**Leave Policies:** The FMLA allows employees to balance work and family life by taking reasonable paid or unpaid leave for certain family and medical reasons.

Eligible employees include faculty and staff who: 1) Have been employed by the State of Kansas/University in a position for at least 12 months within the last seven years (does not have to be consecutive) and; 2) Have worked for the State of Kansas/University for at least 1,250 hours in the 12-month period immediately preceding the first day of FMLA qualifying leave.

**Parental Leave:** Eligible employees may use up to 12 weeks of leave for the birth of their child or placement of a child through adoption or foster care, and the care of the child upon birth. (Leave must be taken within 12 months following the birth or placement).

**Family Illness:** Eligible employees may use up to 12 weeks of leave to care for an employee's family member (defined as parent, legal spouse, child under 18 or over 18 if incapable of self-care because of a mental or physical disability as defined by the Americans with Disabilities Act).

**Personal Illness:** Eligible employees may use up to 12 weeks of leave for a serious illness or injury, which makes the employee unable to perform job responsibilities.

**Other aspects of the leave policy:** Military Events Qualifying for FMLA Coverage, Notice of Family Medical Leave, FMLA Coverage, Denial of Family and Medical Leave, Medical Records for FMLA, and additional FMLA information may be found in the KU Policy Library or by contacting the Department of Human Resources at [hrdept@ku.edu](mailto:hrdept@ku.edu) or at 785-864-4946.

## Parents Who Work at KU: Children in the Workplace

*Information retrieved from the KU Policy Library*

**Children in the Workplace:** This policy seeks to maintain a healthy balance between workplace obligations and family issues to support an employee's request for flexibility to meet unexpected family needs that may affect an employee's working hours. When workloads allow, the University encourages departments to cooperate with employees who wish to meet family responsibilities by using breaks or lunch hours, flexible work schedules, adjusted hours, or vacation leave. It is important to understand that the extended presence of children during work hours is not allowed because of the potential interruption of work, health and safety concerns, and liability to the organization. Therefore, KU employees should follow the principles below regarding the presence of children in the workplace :

- ◇ At all times, children remain the sole responsibility of the parent. Parents must accompany their children at all times. The employee must not ask any other employee or student to supervise the child.
- ◇ The presence of the child cannot disrupt the work environment or negatively affect the productivity of the employee who brought the child, other employees, or students.
- ◇ The employee's supervisor may ask the employee to take the child from the workplace at any time if the supervisor determines that health or safety risks are too great or the child's presence is disruptive.
- ◇ Bringing the child to the workplace on a recurrent basis during their school breaks or before/after school is inappropriate.
- ◇ A child who has an illness that prevents acceptance by a regular day care provider or from attending school, particularly with a child with an infectious disease, should not be brought to the workplace under any circumstances.

## Words of Advice & Encouragement

Information retrieved from *The Complete Single Mother* by Andrea Engber and Leah Klunness, Ph.D

- ◇ For balancing: Review your schedule and your child's routines to determine scheduling options.
- ◇ Keep a calendar and list of phone numbers of "backups" for childcare purposes. Connect with other student-parents to share or exchange child care.
- ◇ Network with other parents through a support group, day-care center, child's school, or other University organizations. **Hawks with Hawklets is an organization for student-parents!**
- ◇ "You are setting a priceless example for your children as they watch you organize your time effectively, study for exams, research topics for your homework assignments, and –most importantly of all– set goals and achieve them" (p. 376).
- ◇ The life experiences you bring to the classroom are invaluable for classroom discussion and preparedness.
- ◇ By using campus services and support, you are much more likely to stay in school and graduate.



### **Tips for doing your best in school:**

1. Keep the vision of your goals in front of you. How will you know when you've achieved your goals?
2. Share your vision with others.
3. Write down your long-term goals and make short-term goals.
4. Plan on paper. This will serve as a visual reminder on a daily basis.
5. Manage stress by finishing assignments as you receive them.

*Treat yourself from time to time. You're a student-parent with many responsibilities and you deserve recognition!*



## KU's Values

*The University is committed to excellence. It fosters a multicultural environment in which the dignity and rights of the individual are respected. Intellectual diversity, integrity, and disciplined inquiry in the search for knowledge are of paramount importance.*





Please contact the Emily Taylor Center at [emilytaylorcenter@ku.edu](mailto:emilytaylorcenter@ku.edu) or visit us in Wescoe 4024 if you have any comments or suggestions regarding current or potential services.

Student-Parent Handbook created by: Gabrielle Garrison