

## **Frequently Asked Questions (FAQs)**

### **Graduate Student Parental Leave Policy for Academic Accommodation**

***How can a graduate student apply for academic accommodation for parental leave?***

Complete the Graduate Student Parental Leave Academic and/or Employment Accommodation Application on the Graduate School's [Forms](#) page.

***What are the eligible events covered by the parental leave policy for academic accommodation?***

Pregnancy, childbirth, false pregnancy, termination of pregnancy, adoption, and foster care are eligible events covered by the [parental leave policy](#) for academic accommodation. In addition, the university offers any graduate student who is a GTA, GRA, or GA and is parenting a newborn child(ren) or child(ren) otherwise placed with a student for adoption or foster care, a parental leave employment accommodation (see [Graduate Student Parental Leave Policy for Employment Accommodation FAQs](#) for more information).

***What is the length of parental academic leave?***

Graduate students are eligible for up to six weeks of academic leave for eligible events covered by the policy. If medically necessary for the student, more than six weeks of academic leave may be granted for pregnancy, childbirth, false pregnancy, or termination of pregnancy.

***If both parents are K-State graduate students, will both be eligible for the parental academic leave?***

If both parents are K-State graduate students, each parent is eligible for up to six weeks of academic leave.

***Can a student take parental leave multiple times if the student becomes a parent more than once while the student is completing a graduate degree at K-State?***

A student is eligible to apply for academic accommodation each time the student experiences one of the eligible events covered by the policy.

***If a student will not be able to take a final examination because he or she is on parental, will the student fail the course?***

No, the student will receive an incomplete (I) for the course until he or she completes the course requirements. The student is responsible for working with the instructor of the course to identify a time period when the student will take the final examination.

***Will a student be penalized if an incomplete grade has been assigned for one or more courses for administrative purposes?***

Per [K-State's incomplete grade policy](#), receiving an incomplete for administrative purposes will not impact the student's academic progress. It is the student's responsibility to work with the instructor of the course prior to or immediately upon returning to school to determine assignments and examinations to be completed on an agreed upon timeline. If the incomplete is not changed to a grade by the end of the following semester, the incomplete will be changed to an F based on university policy unless the instructor requests an extension of the timeline to complete the course for a grade.

***Will applying for and receiving parental leave negatively affect the student in anyway?***

No. Any concerns about adverse treatment based on utilizing parental leave should be reported to the [Office of Institutional Equity](#).

***What resources are available to students who are in need of financial assistance when becoming a parent?***

Students may visit with the [Office of Student Financial Assistance](#) to determine if they are eligible for an emergency loan. The students may visit with [Non-Traditional and Veteran Student Services](#) for additional information on other campus and community resources. [Powercat Financial](#) can also provide financial information and guidance.

***What other resources or services are available for students when becoming a parent?***

Students may visit the [Family Center](#), [Counseling and Psychological Services\(CAPS\)](#), [Lafene Health Center](#), and other student services to obtain information about parenting and transitioning to parenthood. The [Riley County Health Department](#) is a good off-campus resource for new parents.