


<b>Title:</b> Student Pregnancy Policy	
<b>Written by:</b> Curriculum Committee	
<b>Date Initiated:</b> 03/29/2024	<b>Date Revised:</b>
<b>Approved by:</b>  <hr/> Chancellor	<b>Governing Board Approval:</b>  <hr/> Date
4/26/24 <hr/> Date	

**PURPOSE**

Trinity College of Nursing & Health Sciences (TCONHS) provides accommodations to students who have temporary and/or permanent medical conditions; therefore, assistance should be provided for properly documented pregnant students. The accommodations for pregnant students (pregnant/birth parent) are provided in accordance with Title IX requirements and the Americans with Disabilities Act (ADA).

**DEFINITIONS**

Reasonable accommodations: (for the purposes of this policy) changes in the academic of typical operations that enable pregnant students or those with pregnancy-related conditions to continue to pursue their studies and enjoy the equal benefits of TCONHS.

Pregnancy and Pregnancy-Related Conditions: included but not limited to pregnancy, childbirth, false pregnancy, termination of pregnancy conditions arising in connection with pregnancy and recovery from any of these conditions.

Pregnant/Birth parent: refers to the student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons regardless of gender identity or expression.

**POLICY**

All students with medical conditions, including students who have voluntarily declared their pregnancy in writing, are required to produce medical documentation before any academic assistance (accommodations) shall be considered and/or granted. Prior to any assistance being given, the required paperwork must be approved by the ADA coordinator. The student shall receive a copy of the approved accommodation documentation. The ADA coordinator will be responsible for notifying department chair/program director, didactic and clinical faculty via email. Faculty shall not grant accommodations without the proper documentation from the ADA

coordinator. TCONHS Administration, Faculty, and/or Staff shall not assume a medical condition or offer academic accommodations without proper documentation and approval. Students may withdraw their declaration of pregnancy or their request for assistance/accommodation at any time in writing to the ADA coordinator. TCONHS requires a pregnant student or student who has given birth within the previous six months to submit medical certification for school participation if the student is requesting assistance/accommodations.

In accordance with the Student Pregnancy Policy by the Office of Civil Rights (OCR), TCONHS must excuse a student's absences because of pregnancy or childbirth for as long as the student's physician or other appropriately qualified care provider deems the absences medically necessary. In addition, when a student returns to school, they must be allowed to return to the same academic status as before their medical leave began.

TCONHS cannot and will not require a pregnant student to obtain a doctor's permission before allowing them to attend school late in the pregnancy unless the student is asking for assistance or has a "high risk" pregnancy. If a faculty member is worried about the health or safety of a student, it is acceptable for the faculty member to inquire about the student's limitation, but only when it pertains to the student's successful completion of the course. TCONHS shall not require a pregnant student to produce a doctor's note in order to participate in school or academic activities unless the same requirement to obtain a doctor's note applies to all students being treated by a doctor.

TCONHS shall not tolerate harassment or discrimination of any form towards pregnant women. TCONHS shall take prompt and effective steps to end pregnancy-related harassment or discrimination, prevent its recurrence, and eliminate hostile environments created by the harassment or discrimination. It is a Title IX violation if the pregnancy-related harassment by employees, students, or third parties is sufficiently serious that it interferes with a student's ability to benefit from or participate in the college's program, and the harassment is encouraged, tolerated, not adequately addressed, or ignored by the college's employees.

## **ACCOMMODATIONS**

With proper documentation, students who are pregnant or have given birth within the previous six months shall be entitled to assistance/accommodations. The accommodations vary pertaining to the type of pregnancy, medical documentation, as well as the academic program in which the student is enrolled. To ensure a pregnant student's access to an educational format, when necessary, a program must make changes to the regular schedule that are reasonable and responsive to the student's temporary pregnancy status (e.g., a classroom might be required to provide a larger desk or allow frequent trips to the water fountain or the bathroom).

Title IX requires TCONHS to excuse a student's absences due to pregnancy or related conditions, including recovery from childbirth, with medical approval. A school may offer the student alternatives to making up missed work, such as retaking a semester, or allowing the student additional time in a program to continue at the same pace and finish at a later date, especially after longer periods of leave. When feasible, students may be able to complete some

coursework prior to their due date. The student and faculty member will create a mutually agreeable plan for how the work will be made up as long as it doesn't create an undue burden on the College. This may include but is not limited to modified due dates and adjustments in clinical schedule in order to ensure course requirements are met.

If faculty have their own policies about class attendance and make-up work, they must make sure their policies do not conflict with the approved accommodations. TCONHS will ensure that the policies and practices of individual teachers do not discriminate against pregnant students. For example, a teacher may not refuse to allow a student to submit work after a deadline that she missed because of absences due to pregnancy or childbirth. Additionally, if a teacher's grading is based in part on class attendance or participation, the student should be allowed to earn the credits she missed so that she can be reinstated to the status she had before the leave.

**PREGNANCY OPTIONS** (Radiography students should review policy **PREGNANCY POLICY** – Radiography Program for additional safety concerns and options):

Option 1: Students may elect to withdraw from the program and re-enter the following semester or year as appropriate. (See Leave of Absence Policy)

Option 2: Students wishing to stay in the program and voluntarily declare their pregnancy must submit a declaration in writing and meet with ADA coordinator for possible accommodations.\*

Option 3: Students choosing not to declare their pregnancy may continue in the program without notification.

\*Students may rescind their declaration of pregnancy at any time in writing.

## **PROCEDURE**

Pregnant /birth parent students:

1. Review Pregnant Student Policy and options available.
2. Provide complete documentation/paperwork from healthcare provider(s) to the ADA coordinator (please refer to Appendix A for sample documentation)
3. Upon approval from the ADA coordinator, provide documentation paperwork to all department chair/program director, didactic and/or clinical faculty as necessary.
4. If changes occur during pregnancy, update steps 3-4 as necessary
5. Collaborate with faculty to create an action plan for the semester which includes deadlines and expectations

Faculty:

1. If a student seeks academic assistance for pregnancy, review the Pregnant Student policy and refer student to the policy library on the TCONHS website.
2. When signed documentation is received from the ADA coordinator, faculty will discuss the approved accommodations with the student.
3. The mutually agreed upon action plan will be kept on file with the ADA coordinator which includes expectations and deadlines.

4. If changes are needed for the accommodations, contact the ADA coordinator immediately.
5. It may be necessary for an academic contract to be addressed in order to track deadlines and progression of course materials. It is advisable to agree on this course of action and implement this matter early on in the semester.

## Appendix A

### Request for Academic Accommodation Pregnancy

The request for temporary medical accommodations must be submitted with the following stipulations. Failure to fully complete procedures may delay any assistance being requested.

- Documentation must be on care provider's letterhead and have a medical diagnosis (pregnancy).
- Documentation must be signed by a physician, mid-level provider, or appropriate specialist
- Documentation must include a "due date"

It is important to note that a change in accommodations may occur due to the progression of the pregnancy. Any requests for different accommodations must be submitted with additional documentation justifying/verifying the adjustment.

Please select the accommodations requested.

Excused Absence

Separate table and chair

Temporary disability parking

Frequent bathroom breaks

Limited exposure to chemicals

No lifting over ten pounds

Frequent breaks to walk around

No prolonged standing

Permission to leave class suddenly

Permission to eat/drink in class

Susceptible to heat/cold

Excused for tardiness

Additional Accommodations:

Is the student classified in the "high risk" pregnancy category? YES / NO

Student's Name: Phone #:

Provider's Name: Phone #:

Please return completed Request for Academic Accommodation and Provider's Documentation to:

Trinity College of Nursing and Health Sciences

Attention: ADA coordinator  
2122 25th Avenue  
Rock Island, IL 61201