



Title: Student Pregnancy Policy	
Written by: Curriculum Committee	
Date Initiated: 03/29/2024	Date Revised: 2/2025
Approved by:  _____ Chancellor 4/26/24 _____ Date	Governing Board Approval: _____ 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/birthing students. The accommodations for pregnant/birthing students are provided in accordance with Title IX requirements and the Americans with Disabilities Act (ADA).

DEFINITIONS

Reasonable accommodations, for the purposes of this policy, are changes in typical academic 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/Birthing parent: refers to the student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant/birthing persons.

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 providing assistance/accommodations, the student must submit the Accessibility Services Intake form to the Coordinator of Disability and Accessibility Services. The student shall receive a copy of the approved accommodation(s) documentation. The Coordinator of Disability and Accessibility Services will be responsible for notifying the department chair/program director, didactic and clinical faculty via College email. Faculty shall not grant accommodations without proper documentation from the Coordinator of Disability and Accessibility Services. 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 Coordinator of Disability and Accessibility Services.

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 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 concerned about the health or safety of a student, the faculty member may inquire of the student about any limitation(s) pertaining to the student's successful completion of the course. TCONHS does not require a pregnant/birthing student to produce a health care provider's note in order to participate in academic or other college activities unless the same requirement is required of all students who are being treated by a health care provider.

TCONHS shall not tolerate harassment or discrimination of any form towards pregnant students. 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 expected date of delivery. 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 assignment submission deadlines and adjustments in the clinical schedule in order to ensure course requirements are met.

If individual 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 faculty do not discriminate against pregnant students. For example, a faculty member may not refuse to allow a student to submit work after a missed deadline relating to pregnancy or childbirth-related absence. Additionally, if a faculty member's grading is based in part on class attendance or participation, the student must be allowed to earn the credits missed so that they can be reinstated to the status held before the leave.

PREGNANCY 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 may request Accessibility Services by providing a written declaration of pregnancy to the Coordinator of Disability and Accessibility Services and following the process provided in the Accessibility Services Policy. The student may choose to rescind their declaration of pregnancy in writing to the Coordinator of Disability and Accessibility Services at any time.

Option 3: Students may remain in the program and choose to not declare their pregnancy.

Radiography students should review the program specific pregnancy policy for additional safety concerns and options.

PROCEDURE

Student:

1. Review the Student Pregnancy Policy and options available.
2. Complete the Accessibility Services Intake form. See Appendix A for guidelines for obtaining the required documentation from a licensed health care provider.
3. If changes occur during pregnancy, update step 2 as necessary
4. Collaborate with faculty to create an action plan for the semester which includes deadlines and expectations

Faculty

1. If a student seeks accommodations for pregnancy, direct the student to the Student Pregnancy Policy and the Accessibility Services Policy on the college website.
2. When notified of accommodations by the Coordinator of Disability and Accessibility Services, discuss the accommodations with the student and collaborate with the student to create a course plan for the semester to provide clear expectations, track deadlines and monitor student progression.
3. Provide the course plan via confidential College email to the Coordinator of Disability and Accessibility Services.
4. If the student seeks additional accommodations, refer the student to the Coordinator of Disability and Accessibility Services.

Appendix A

Request for Academic Accommodation Pregnancy

To request temporary medical accommodations due to pregnancy or pregnancy related condition, contact the Coordinator of Disability and Accessibility Services who will provide assistance in requesting the required documentation from your licensed pregnancy health care provider. The health care provider will be requested to provide documentation including a pregnancy related medical diagnosis, an expected (or actual) date of delivery, and whether the pregnancy is classified as high-risk.

Accommodations requested may include but are not limited to:

- Excused absence
- Excused tardiness
- Separate table and chair
- Temporary disability parking
- Unrestricted bathroom breaks
- Avoidance of exposure to chemicals
- Lifting restriction of ten pounds or less
- Unrestricted breaks to walk around
- No prolonged standing
- Permission to leave class as needed
- Permission to eat/drink in class
- Separate testing area for exams

The need for a change in accommodations may occur due to complications of pregnancy or pregnancy-related conditions. Requests for different or additional accommodations must be submitted to the Coordinator of Disability and Accessibility Services with additional documentation justifying/verifying the need for additional or different accommodations.