

SUPERSEDES: 6/13/2017	SECTION: Academic and Student Affairs
POLICY AND PROCEDURE MANUAL MERCY COLLEGE OF OHIO, TOLEDO, OHIO Signature on file _____ Signature: Dr. Susan Wajert, President	CODE NO. 523
	SUBJECT: Pregnant Student Policy
	DATE ORIGINATED: 06/13/2017
	DATE COMMITTEE BOARD APPROVED: 02/22/2020
	DATE BOARD APPROVED: 03/10/2020
	DATE OF NEXT REVIEW: 2023 January 1-31

Pregnant Student Policy

PURPOSE:

This policy addresses the requirements of Title IX of the Education Amendments of 1972, a federal law prohibiting sex discrimination in federally-funded education programs and activities. Mercy College of Ohio prohibits discrimination on the basis of sex, which can include pregnancy and pregnancy-related conditions, in its educational programs and activities. This policy establishes guidelines and associated procedures for the protection and equal treatment of pregnant individuals or persons with pregnancy-related conditions at Mercy College.

Scope of the Policy

This policy applies to all aspects of Mercy College of Ohio’s programs, including, but not limited to, admissions, financial assistance, educational programs and activities, extra-curricular activities, hiring, leave policies, employment policies, and health insurance coverage.

POLICY:

I. Policy Statement

1. A student who is pregnant is strongly encouraged to notify the College as soon as possible. By doing so, the student and College personnel can collaborate and develop an appropriate plan for the continuation of the student’s education in light of the unique nature of the College’s health sciences programs and their clinical requirements. Pre-planning can also help with particular challenges a student may face while pregnant or when recovering from childbirth (e.g., missed classes, make-up work, etc.). However, the choice to declare a pregnancy is voluntary, and a student is not required to disclose this information to the College.

II. Voluntary Disclosure and Options

1. If a student voluntarily decides to disclose a pregnancy to the College, the student should contact the Title IX Coordinator/Deputy Title IX Coordinator. Once this disclosure occurs, the student will have several options, as described below.
 - a. Continue at the College
 - (1) If a student decides to continue in their program and desires to have any adjustments to their academic program due to the pregnancy, the student and the Title IX Coordinator/Deputy Title IX Coordinator, along with the Director of Accessibility Services as needed, will discuss any reasonable adjustments that may be necessary to continue in the program.

- (2) While reasonable adjustments will be made in appropriate circumstances, nothing in this policy requires modification of the essential elements of any academic program.
 - (3) Adjustments that have been agreed upon, if any, will be documented and signed by both the student and the Title IX Coordinator/Deputy Title IX Coordinator.
- b. Request a leave of absence
- (1) A student may desire to take a leave of absence due to pregnancy, and the Title IX Coordinator/Deputy Title IX Coordinator is available to discuss this option with the student.
 - (2) A leave of absence due to pregnancy may be for various amounts of time depending on a student's particular circumstances. Such a leave may be extended if deemed medically necessary by the student's doctor.
 - (3) Due to the structure of the College's health sciences programs, the timing and/or length of a student's leave of absence may result in the student being required to re-take or finish course(s) in a future term.
 - (4) If taking a leave of absence due to a pregnancy, an Education Plan will be discussed and signed by the student and the Title IX Coordinator/Deputy Title IX Coordinator.
- c. Withdraw from the College
- (1) The student may, in their sole discretion, determine that they must withdraw from the College for an indefinite period of time or permanently due to pregnancy. Normal College withdrawal procedures, and readmission procedures (if applicable), apply.

III. Questions or Concerns

1. A student who has questions about this policy or who is concerned about its implementation, should contact the Title IX Coordinator/Deputy Title IX Coordinator.

REFERENCING FORMS

Continuation in Program Form 523-A

Education Plan 523-B

Board Approved: 03/10/2020

Board Committee Approved: 02/22/2020

Revised: February 2020 (*changed to gender-neutral pronouns*)

Board Approved: June 13, 2017

Board Committee Approved: May 23, 2017