



# POLICIES *and* PROCEDURES

**Board of Trustees Policy Number:**  
ACAF 3.09

**Date of Adoption/Revision:** July 22, 2016

<b>SUBJECT</b>	<b>Policy on Pregnant Students</b>
<b>AUTHORITY</b>	Provost
<b>APPLICABILITY</b>	All Bennett College students
<b>PURPOSE</b>	Provide a comprehensive policy regarding pregnant students on campus.

<b>GENERAL POLICY</b>	<p>Under the Department of Education’s (DOE) regulations implementing Title IX of the Education Amendments of 1972, a college or university “shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student’s pregnancy, childbirth, false pregnancy, and termination of pregnancy or recovery therefrom.” According to these materials, not discriminating against a pregnant student means granting her leave “for so long a period of time as is deemed medically necessary by the student’s physician,” and then effectively reinstating the student “to the status which she held when the leave began.”</p> <p>Pregnant students are entitled to accommodations under Title IX and/or the American with Disabilities Act (ADA) and should be given an opportunity to make up missed work wherever possible. Extended deadlines, makeup assignments, and incomplete grades that can be completed at a later date (agreed between instructor and student), should all be utilized. The college has to provide the student with the appropriate assignments and information to make up the work she would have been required to complete while she was out, if this is possible in a given course.</p> <p>In situations where the temporal particularities of the task do not allow for a “break,” such as large performances, and some lab or group work, the institution should work with the student to devise an alternative academic course work plan for completion within the policies for academic progress of the college as defined by the college catalog (page 62).</p> <p>The college requires a doctor’s note for continued participation in the college activities for all students who have a medical condition that requires routine treatment by a doctor. This also applies to pregnant students.</p> <p>Colleges cannot terminate or reduce athletic, merit, or need-based scholarships based on pregnancy as long as the student continues to be enrolled in the college</p>
-----------------------	--

	<p>and otherwise adheres to the eligibility requirements of the scholarships.</p> <p>While the college may offer to provide more leave than that under Title IX, the college cannot have a rule that prohibits students from returning to classes for a set period of time after childbirth.</p> <p>Pregnant students working as peer-tutors or work-study students are protected under Title IX in their capacity as part-time employees.</p>
<p><b>LABORATORY ACTIVITIES</b></p>	<p>Bennett College laboratories in the Department of Biological and Chemical Sciences are in compliance with the requirements of the Occupational Safety and Health (OSHA) Act. <u>However, it is the responsibility of the student to inform the instructor in the laboratory courses as soon as the student knows she is pregnant.</u> The student must obtain written permission from her prenatal care doctor to participate in the course laboratory. If the student does not properly inform the instructor of the pregnancy, does not provide a doctor’s permission note, or is unaware of her pregnancy, <u>the responsibility for any risks or consequences associate with the completion of the laboratory work remains with the student.</u></p> <p>Bennett College cannot ensure that a pregnant student will not be exposed to chemicals that might be unhealthy for her or her fetus since the effects of all chemicals in fetal development are not completely known. In addition, is impossible to precisely anticipate the level of exposure, the length of exposure, and the number of encounters that might occur with any chemical during a semester.</p> <p><u>Therefore, it is the college’s professional advice that pregnant students should be advised NOT to take a lab course unless she is willing to understand and assume all the risks.</u> She should certainly seek and follow proper medical advice from her physician. Pregnant students will be advised that if they choose to enroll in a chemistry laboratory class at Bennett College, they must participate as fully as any other student or their grades will be impacted. They may not take the course in a virtual mode or by watching others, and labs will not be revised under any circumstances to accommodate a pregnant student.</p>

*Title IX Statement: The following has to be included in the college’s handbook and website:*

“Bennett College does not discriminate against any student on the basis of pregnancy or related conditions. Absences due to medical conditions relating to pregnancy will be excused as long as deemed medically necessary by a student’s doctor and students will be given the opportunity to make up missed work if this is possible in a given course. Students needing assistance can seek accommodation from the Director of Disability Services and Title IX Coordinator at (336) 517-1502.”

Bennett College will conduct training on the college’s obligations related to the student pregnancy and related conditions to all Title IX coordinators and directors of Student’s Affairs at Bennett College. This information will be disseminated. Professors and administrators should not require students to drop out of their classes or programs or change their education plans due to their pregnancies or related conditions. And Bennett College cannot terminate or reduce athletic, merit or need-based scholarships based on pregnancy. These rules

supersede any college-or instructor- based attendance or other policies regarding allowable numbers of absences or ability to make up missed work.

9/16/2015 Pregnancy Policy Committee, by Faculty Senate, and by the Faculty (vote)