

CHAPTER:	Pregnancy and Related Leave and Accommodation	DATE ADOPTED	NUMBER
STUDENTS		August 14, 2018	418
SYNOPSIS:			
1.	Philosophy		
2.	College Responsibility		
3.	Student Responsibility		
4.	Academic Benefit and Services Accommodation		
5.	Grievance Procedure		
1.	Philosophy: Title IX prohibits discrimination in educational programs and activities on the basis of pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery from any of these conditions.		
2.	College Responsibility: Upon receiving information from a student regarding a request for accommodation in academic benefits and services, including excused absence, due to pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery from any of these conditions, Iowa Central Community College will determine reasonable accommodation to be provided to the student. Any special services provided to students who have temporary medical conditions will also be provided to a pregnant student as applicable based on need as determined by the College's Academic Assistance and Accommodations Coordinator. The College will excuse a student's absence from class due to pregnancy or related conditions, including recovery from childbirth, for as long as the student's health care professional deems the absence to be medically necessary. When a student returns to class from the medical leave, she will return to the same academic and extracurricular status she held when the leave began.		
3.	Student Responsibility: A student who is pregnant and or is experiencing related conditions such as childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery from any of these conditions, and desires that the College provide academic adjustments, services, accessibility accommodation, and or excused absence from classes in which the student is enrolled, should make a request for such needs. To make a request, a student should follow instructions in the College's website on the Academic Resource Center page in the Pregnancy and Related Leave and Accommodation section to complete and submit a Pregnancy Leave and or Accommodation Request, including providing documentation from a health care professional regarding medical necessity. The student is encouraged to make the request as early as possible to ensure enough time is available to provide reasonable accommodation.		
4.	Academic Benefit and Services Accommodation: To ensure a pregnant student's access to the College's educational program, the College will provided appropriate accessibility accommodation responsive to the student's temporary pregnancy status based on information from the student, the student's health care professional, and the academic requirements of the classes in which the student is enrolled. Also, when the student returns to class from the medical leave, she will be reinstated to the same academic and extracurricular status she held when the leave began. The College will determine a reasonable academic accommodation that does not fundamentally alter the nature of the course and program in which the student is enrolled. This may include providing the student the opportunity to make up class work missed or offering the student alternatives to making up missed class work (for example retaking a semester, taking part in an online course credit recovery program, or allowing the student additional time in a program to continue at the same pace and finish at a later date). A student will be permitted to submit class work after a deadline that she missed because of absences due to pregnancy or childbirth. Additionally, if a class grade or portion thereof is based in part on class attendance or participation, the student will be allowed to earn the credits she missed while on medical leave so that she can be reinstated to the status she held when the leave began.		
5.	Grievance Procedure: If the student is dissatisfied with the accommodation provided by the College, the student may use the formal complaint procedure described in the Student Handbook located on Iowa Central's website and as described in Board Policy No. 414.		