

Pregnancy and Pregnancy-Related Conditions Policy

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OVERVIEW

Spelman College is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, harassment, and retaliation on the basis of sex as mandated by Title IX of the Education Amendments of 1972 and other federal, state, and local laws.

Spelman prohibits all forms of sex discrimination, harassment, and retaliation, including discrimination, harassment, and retaliation based on or because of pregnancy, childbirth, marital status, or parental status in all the College's educational programs and activities, including enrollment, academic, extracurricular, athletic, and other programs, or activities. Spelman is committed to creating an accessible and inclusive environment for students who are pregnant or have pregnancy-related conditions.

A student who is or becomes pregnant at any time during her enrollment at Spelman is strongly encouraged to take advantage of the resources provided by the College as set forth in this policy. By doing so, the student and Spelman may collaborate and develop an appropriate plan for the continuation of the student's educational progression. However, the choice to declare a pregnancy is voluntary, and a student is not required to disclose any information regarding her pregnancy to the College at any time.

Consistent with this policy, students may seek academic adjustments based on general pregnancy needs and reasonable modifications based on pregnancy-related medical conditions or complications. In addition, a pregnant student may be granted a leave of absence from Spelman for as long as it is deemed medically necessary for her to be absent from the College.

ACADEMIC ADJUSTMENTS

Students may seek academic adjustments due to general pregnancy needs. Examples of academic adjustments made for general pregnancy needs include, but are not limited to:

- providing a larger desk
- allowing breaks during class, as needed
- providing the services of a note-taker
- allowing for adapted test taking
- permitting temporary access to elevators
- rescheduling tests or exams
- allowing a student to avoid prolonged standing
- providing permission to eat/drink in classroom buildings

- allowing the submission of work after scheduled course deadlines
- providing alternatives to make up missed classroom or laboratory work

Pregnant students are advised that if they enroll in a laboratory class while pregnant or become pregnant during enrollment in a laboratory class, they will be required to participate in any such course as fully as possible. Students enrolling in laboratory classes are required to complete a Laboratory Safety Acknowledgement Form and will have access to Material Safety Data Sheets, if applicable.

REASONABLE MODIFICATIONS

Title IX requires reasonable modifications and specific actions to prevent discrimination and ensure equal access for pregnancy or related conditions. Examples of reasonable modifications for pregnancy and pregnancy-related complications include, but are not limited to:

- making modifications to protect the health and safety of the student (i.e., maintaining a safe distance from hazardous substances)
- making modifications to the campus physical environment (i.e., accessible seating)
- extending or postponing deadlines or allowing the student to make up tests or assignments missed because of pregnancy-related absences
- excusing medically necessary absences
- approving access to restricted campus facilities (i.e., parking, entrances and exits, etc.)
- allowing breastfeeding students reasonable time and space to pump breast milk in a location that is private, clean, and accessible

In certain circumstances, a pregnancy or pregnancy-related complications may be protected as a qualifying disability pursuant to the Americans with Disabilities Act, as amended, and/or Section 504 of the Rehabilitation Act of 1973, thus entitling a student to reasonable accommodations. In those circumstances, the Title IX and Compliance Office will work with the Access Center. For more information about the Access Center, please visit <https://www.spelman.edu/student-access-center/index.html>.

LEAVES OF ABSENCE

The College will not require a student to take a leave of absence or withdraw from or limit their studies due to pregnancy, childbirth, or related conditions.

Pursuant to applicable College policies, however, enrolled students may elect to take a voluntary medical leave of absence or a personal leave of absence from their studies because of pregnancy or the birth, adoption, or placement of a child. Such leaves may, at a minimum, be taken for so long a period as is deemed medically necessary by the student's physician. To the fullest extent possible, Spelman will take reasonable steps to ensure pregnant students who take such a leave of absence return to the same position of academic progress they held immediately prior to any such leave.

Additional information regarding a voluntary medical leave of absence or a personal leave of absence and the required documentation for such leaves may be obtained from the Dean of Students, the Dean of Undergraduate Studies, or the Director of Title IX and Compliance.

Because taking a leave of absence may have a significant impact on a student's financial obligations to the College, students are strongly encouraged to contact Student Financial Services, and, if applicable, the Office of Housing and Residence Life, as soon as possible in their decision-making process. Students should review the College's Refunds/Adjustments Policy, information about which can be obtained from the Office of Student Accounts. In addition, acceptance for return to on-campus housing from a leave of absence is always contingent upon available space in the residence halls.

ON-CAMPUS HOUSING

Any student residing in an on-campus residence hall who is or becomes pregnant may continue to reside in on-campus housing for the duration of her pregnancy. If a student wishes to change her on-campus housing status due to her pregnancy, they should contact the Office of Housing and Residence Life for applicable requirements. Under no circumstances will a student be permitted to live in an on-campus residence hall with her child following childbirth.

REQUESTS FOR REASONABLE MODIFICATIONS

Students seeking academic adjustments or reasonable modifications based upon pregnancy or pregnancy-related conditions must complete the following documentation:

- [Title IX Pregnancy and Related Conditions Support Request](#)

Students with conditions or complications related to pregnancy might qualify as a disability under Section 504 or the ADA and may seek academic adjustments or reasonable accommodations based upon pregnancy or pregnancy-related conditions must submit documentation on the [Spelman College Patient Portal](#).

These forms are also available in person at the Title IX Office, Milligan Building, Room 2305.

Requests for academic adjustments or reasonable modifications should be made as soon as possible based upon individualized need. The benefits and services provided to pregnant students will be no less than those provided to students with other temporary medical conditions. All enrollment, academic, participation and other student status decisions are made without regard to stereotypes and assumptions about individuals affected by pregnancy, childbirth, or related medical conditions. However, nothing in this policy requires Spelman to provide modifications that fundamentally alter the nature of the school's program or activity.

The College's Director of Title IX and Compliance, in consultation with the Dean of Students, the Dean of Undergraduate Studies, the Director of Counseling Services, the Director of Student Access Services, the Director of Student Health Services, the Director of Housing, and other College personnel, if necessary, will promptly review all requests for academic adjustments and reasonable modifications based on pregnancy pregnancy-related conditions.

Requests for specific adjustments, modifications, and accommodations will be evaluated on a case-by-case basis depending on unique student needs and academic program requirements. The College will take steps with each student to develop an individualized plan to assist with the student's continuing educational success. Information regarding academic adjustments, modifications, and reasonable accommodations will only be shared with College faculty and staff to the extent necessary to implement approved adjustments and accommodations.

QUESTIONS OR CONCERNS

Any student who has questions about this policy or who is concerned about its implementation should contact the Title IX Coordinator below or submit an online incident report form through the College's Title IX and Compliance [website](#).

Dr. Jaray Mazique, Title IX Coordinator
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