Warren County School District Student Pregnancy & Parenting Accommodations Policy

SECTION 1. OVERVIEW Warren County School District (WCSD) is committed to creating and maintaining a non-discriminatory learning environment for all students. This policy is intended to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in education programs and activities. Title IX prohibits discrimination against students based on pregnancy/parenting.

SECTION 2. SCOPE This Policy applies to all aspects of WCSD's education programs and activities.

SECTION 3. POLICY Discrimination against any student, or the exclusion of any student from participation in any part of WCSD's education program or activity, based on a student's actual or potential pregnancy or parenting is prohibited. These education programs and activities include, but are not limited to, classes, extracurricular activities, athletic programs, clinical programs, and labs.

In this policy, "pregnancy" means pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

A. Excused Absences and Medical Leave

1. WCSD will not require a student to limit her studies as a result of pregnancy. If the student wishes to request accommodations and/or services to help support academic success, WCSD will assist the student in doing so.

2. A student's absences due to pregnancy must be excused regardless of an individual teacher's or school's absence policies, so long as the student's physician deems the absences medically necessary.

3. Upon the conclusion of a medically necessary leave related to pregnancy, a student must be allowed to return to the same academic and extracurricular status as the student had prior to the leave.

4. A pregnant student must be allowed to make up any work missed due to medically necessary absences for pregnancy when the student's medically necessary absences for pregnancy are completed. A student will be offered acceptable alternative arrangements to make up missed work. Examples of acceptable alternative arrangements include, but are not limited to, retaking a class or

classes, switching to an online course of study, or allowing the student additional time in a program to continue at the same pace and finish at a later date. These options will be addressed in the student's individual plan for continuing education (CA.).

5. If any part of a student's grade is based on class attendance or participation, a pregnant student must be allowed to make up the attendance or participation points for any time missed due to medically necessary absences for pregnancy.

B. Participation in Education Programs and Activities

1. When necessary to ensure a pregnant student's access to an education program or activity, WCSD must make reasonable adjustments responsive to the student's pregnancy status. These adjustments may include providing modifications to the physical environment (such as accessible seating), appropriate restroom breaks, or mobility support (such as temporary access to elevators).

2. Any special services (e.g., homebound), exceptions, or assistance provided to students with temporary medical conditions must also be provided to pregnant students.

3. A pregnant student will only be required to obtain the certification of a physician that the student is physically and emotionally able to participate in an educational program or activity when such certification is required of all students for other physical or emotional conditions requiring the attention of a physician.

For example, a student who has been hospitalized for childbirth will not be required to submit a medical certificate to return from leave unless a certificate is required of students who have been hospitalized for other physical conditions.

4. WCSD may provide pregnant students with information or instructions on any health risks of participating in an educational program or activity, only if a description of those risks will also be provided to non-pregnant students.

5. A parenting student must be permitted reasonable breaks to express breast milk during educational programming and permitted access to a private space that's not a bathroom in which to do so.

C. Requesting Accommodation and Adjustments

1. **Disclosure of pregnancy is voluntary, and it is the pregnant student's obligation to disclose and affirmatively seek any necessary accommodations and adjustments.** Once a student discloses a pregnancy, WCSD will collaborate with the student to develop an appropriate plan for continuation of the student's education.

2. A student seeking accommodations or adjustments because of pregnancy should contact the Title IX Coordinator at (931) 668-4022, ext. 11301 or ext. 11107 and advise the Title IX Coordinator that she needs pregnancy-related accommodations.

3. The Title IX Coordinator will request a letter from the student's physician providing dates on which the student's attendance must be excused and a statement that the absences are medically necessary.

4. The Title IX Coordinator will work with the student and school staff to create a plan for completion of coursework and continuation of the student's education. Individual plans may be adjusted as circumstances change.

D. Reporting Violations

A person may report any violation of this policy to the Title IX Coordinator at title9coordinator@warrenschools.com or (931) 668-4022 ext: 11301 or ext 11107.

Retaliation against any student for requesting pregnancy-related accommodations, reporting discrimination, or participating in a complaint is prohibited.