

Proposed Policy on Accommodation for Pregnancy in Accordance to Title IX  
February 2016

***Accommodations for Pregnancy***

Students who are pregnant may face many challenges, physical and emotional, while completing the demands of their academic classes and co-curricular involvement. King's College is committed to assisting a student in the balance of these demands to help her complete academic requirements.

As a Catholic college, King's is committed to life and to providing resources that support the choice of life. Therefore, King's will do all that it can to accommodate the needs of a student who is pregnant in terms of coursework, housing, and spiritual and emotional support.

For a student who is pregnant:

1. You may continue to participate in classes and extracurricular activities throughout pregnancy.
2. You are not required to provide a doctor's note for the pregnancy or return to classes after childbirth unless you are asking for accommodation through Mrs. Sheri Yech, Academic Skills Center, room 94 Mulligan Hall, telephone number 570.208.5800. The Academic Skills Office requires documentation for all accommodations.
3. The College will provide responsible accommodation; for example, an appropriate desk or separate chair rather than the traditional desk, more frequent use of the restroom when necessary during the pregnancy.
4. In compliance with College's policy, faculty members will accommodate absences due to pregnancy or childbirth without requiring documentation or negative impact on grading or assessment.
5. You are permitted to return to the same academic program and extracurricular activities status as before your medical leave.
6. You will be permitted to make up any academic work missed while out for your pregnancy or childbirth. Instructors will work with students regarding extensions on assignments or testing due to the pregnancy or childbirth.
7. You may reside on campus in College operated housing. In general, College residence halls are not arranged to accommodate children. The Office of Residence Life, Sheehy-Farmer Campus Center, main level, telephone 570.208.5856 can provide assistance to students who are looking for housing to better accommodate children.
8. If you need to withdraw from a class after the deadline or withdraw from the College due to the pregnancy or childbirth, you must contact the Academic Affairs

Office, Associate Vice President for Student Success and Retention, room 327 Administration Building, telephone number 570.208.5895. If you withdraw from the College due to pregnancy or childbirth, you will be reinstated for any subsequent semester.

It is recommended that students:

1. Communicate with the College service offices, especially Academic Skills Center and your faculty regarding any accommodations early.
2. Keep records of absences due to the pregnancy and childbirth and all communication with your faculty and service offices.

Title IX, the gender equity law, provides student protection for pregnancy. If a student believes she is being discriminated against due to her pregnancy, the Title IX Coordinators may provide assistance.

- For employees or non-students: Director of Human Resources/Title IX- EEO Coordinator, Office: 181 North Franklin Street, telephone number: (570) 208-5962, This person has ultimate oversight of the Sexual Misconduct Policy.

- For students: Title IX Assistant Coordinator: Associate Vice President for Student Affairs and Dean of Students: Mr. Robert McGonigle, Office: John Lane C.S.C. House, 166 North Franklin Street, telephone number: (570) 208-5875, email address: [rbmcgoni@kings.edu](mailto:rbmcgoni@kings.edu)

Information about Title IX requirements is available from the Department of Education, Office of Civil Rights at their website [www2.ed.gov/ocr](http://www2.ed.gov/ocr). The website has information on Title IX and how to file a complaint on-line. The regional office can be contacted at U.S. Department of Education, The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107-3323. Telephone: (215) 656-8541. Facsimile: (215) 656-8605. Email: [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)