

PARK UNIVERSITY
STUDENT PREGNANCY AND PARENTING ACCOMMODATIONS POLICY

I. Policy summary

Park University (“Park”) provides pregnant students with at least the same special services as it provides to students with temporary disabilities. Park prohibits the harassment and discrimination of students based on sex, which includes pregnancy, childbirth, and related conditions, including breastfeeding.

Park provides reasonable accommodations to qualifying students with disabilities, including disabilities related to pregnancy and childbirth. Please refer to Park’s Student Housing policy and agreement for information regarding pregnancy and parenting while living on campus.

Students may request accommodations through the Park University Disability Services office at disabilityservices@park.edu.

I. Scope

This Policy applies to all aspects of Park’s admissions, educational programs and activities, and leave policies.

II. Definitions

- a. “Medical necessity” is a determination made by a health care provider of a student’s choosing.
- b. “Pregnancy and pregnancy-related conditions” include, but are not limited to, pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.
- c. “Pregnancy discrimination” includes treating a woman affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected, and includes a failure to provide legally mandated leave or accommodations.
- d. “Pregnant student/Birth-parent” refers to the student who is or was pregnant. Although the pronoun “she” and “her” are used herein, this policy and its pregnancy-related protections apply to all pregnant persons regardless of gender identity or expression.

- e. “Reasonable accommodations” for the purposes of this Policy are reasonable changes in the academic environment or typical operations that enable a pregnant student or student with a pregnancy-related condition to continue to pursue her studies and enjoy equal benefits.

III. Non-discrimination and reasonable accommodation of students affected by pregnancy, childbirth, or related conditions.

- a. Park does not require a student to limit her studies due to pregnancy or pregnancy-related conditions.
- b. The benefits and services provided to students affected by pregnancy are no less than those provided to students with other temporary medical conditions.
- c. Students with pregnancy-related disabilities, like any other student with a disability, are entitled to reasonable accommodation so that they will not be disadvantaged in their courses of study or research, and may seek assistance from Park’s Disability Services office at disabilityservices@park.edu.
- d. Where Park’s Disability Services office requires students to identify their disabilities and request accommodations by a fixed date in the term, deadline exceptions may be granted in the case of disabilities arising as a result of pregnancy or related conditions.
- e. Reasonable accommodations may include, but are not limited to, the following:
 - i. accommodations requested by the pregnant student to protect the health and safety of the student and/or her pregnancy (such as allowing the student to maintain a safe distance from hazardous substances);
 - ii. modifications to the physical environment (such as accessible seating);
 - iii. mobility support;
 - iv. extending deadlines and/or allowing the student to make up tests or assignments missed for pregnancy-related absences;
 - v. excusing medically-necessary absences; and

- vi. granting leave.
- f. Park should advise pregnant students of the importance of staying in school and inform them of any available school assistance.
- g. Breastfeeding students are granted reasonable time and space to express breast milk in a location that is private, clean, and reasonably accessible. Restroom stalls do not satisfy this requirement.

IV. Modified academic responsibilities for parenting students.

- a. Students with parenting responsibilities who wish to remain engaged in their coursework while adjusting their academic responsibilities because of the birth or adoption of their child or placement of a foster child may request an academic modification period of up to two weeks beginning within the first six months of the child entering the home. Extensions may be granted where additional time is required due to medical necessity or extraordinary parenting responsibilities.
- b. During a modification period, the student's academic requirements will be reasonably adjusted and deadlines postponed as deemed appropriate by Park.
- c. Students seeking a period of modified academic responsibilities must consult with their advisor to determine which academic responsibilities will be suspended or ongoing. The student will work with their advisor and professors to reschedule course assignments, lab hours, examinations, or other requirements and/or to reduce the student's overall course load, as appropriate. Students may be entitled to full relief from academic responsibilities for up to six weeks, depending on the student's circumstances.
- d. A student who seeks modifications upon the birth or placement of their child may be allowed an extension of up to six months to prepare for and take examinations, and an extension of up to six months toward normative time to degree while in candidacy, depending on the student's circumstances. Park may grant longer extensions in extenuating circumstances.
- e. A student may request modified academic responsibilities under this section regardless of whether the student elects to take leave.

- f. While receiving academic modifications, the student will remain registered and retain benefits accordingly.

V. Academic leave of absence.

- a. Park does not require a student to take a leave of absence, or withdraw from or limit their studies due to pregnancy, childbirth, or related conditions.
- b. Park will not ask for a physician's note unless it also does so for students who need absences for medical reasons unrelated to pregnancy.
- c. An enrolled student may elect to take a leave of absence for up to one academic year because of pregnancy and/or disability; the birth, adoption, or placement of a child; and/or to care for an immediate family member (spouse, child, or parent) with a serious health condition. Park may extend the leave term in the case of extenuating circumstances or if medically necessary due to the health of the student.
- d. A student who seeks modifications upon the birth or placement of their child may be allowed an extension of up to six months to prepare for and take examinations, and an extension of up to six months toward normative time to degree while in candidacy, depending on the student's circumstances. Park may extend the leave term in the case of extenuating circumstances.
- e. A student may request reasonable modified academic responsibilities under this section regardless of whether the student elects to take leave.
- f. While receiving academic modifications, the student will remain registered and retain benefits accordingly.
- g. Upon return from leave, the student will be reinstated to his or her program in the same status as when the leave began.
- h. Continuation of the student's scholarship, fellowship, or similar university-sponsored funding during the leave term will depend on the student's registration status and the policies of the funding program regarding registration status. Students will not negatively impact or forfeit their future eligibility for their scholarship, fellowship, or similar university-supported funding by taking leave under this policy.

VI. Student-athletes. A student-athlete with a pregnancy-related condition must be provided the same types of modifications provided to other student-athletes to allow continued team participation.

VII. Retaliation and harassment.

- a. Harassment by any member of the Park community based on sex, gender, gender identity, gender expression, pregnancy, or parental status is prohibited.
- b. Park is prohibited from interfering with a student's taking leave, seeking reasonable accommodation, or otherwise exercising her rights under this Policy. Park is prohibited from retaliating against a student for exercising the rights articulated by this Policy, including imposing or threatening to impose negative educational outcomes because a student requests leave or accommodation, files a complaint, or otherwise exercises their rights under the Policy.

VIII. Compliance.

- a. Reporting. Any member of the Park community may report a violation of this Policy to any supervisor, manager, or Title IX Officer. Supervisors and managers are responsible for promptly forwarding such reports to the Title IX office.
- b. Grievance process. To file a Sexual Harassment or Title IX Complaint, complete the online form available through the Park website: Park University Sexual Harassment Report Form. You may also contact the following individuals directly:
 - i. Roger Dusing, Chief Human Resources Officer and Title IX Coordinator. He may be reached by phone at (816) 584-6386 or by e-mail at Roger.Dusing@park.edu.
 - ii. Dr. Jayme Uden, AVP & Dean of Students and Deputy Title IX Coordinator. He may be contacted as follows: by phone at (816) 584-6595 or by e-mail at Jayme.Uden@park.edu.
 - iii. Dr. Emily Sallee, Associate Provost and Deputy Title IX Coordinator. She may be reached by phone at (816) 584-6779 or by e-mail at Emily.Sallee@park.edu.

- iv. Outside office hours, or if not accessible at the number and e-mail listed, please contact the Coordinator/Deputy Coordinators through the Campus Safety Dispatcher at (816) 584-6444.