



## AccessAbility Services Pregnancy Accommodation Request Guideline and Procedure

### *General Guideline:*

Under the Department of Education's (DOE) regulations implementing Title IX of the Education Amendments of 1972, it is illegal for schools to exclude a pregnant student from participating in any part of an educational program. More specifically, Title IX regulations indicate Western Connecticut State University (WCSU), "shall not discriminate against any student, or exclude any student from its educational program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination or pregnancy or recovery therefrom." Additional information on assisting pregnant students can be found in a [Dear colleague letter from OCR](#), and a 30 page "pamphlet" from DOE entitled "[Supporting the Academic Success of Pregnant and Parenting Students](#)."

Title IX requires that WCSU excuse a student's absence due to a pregnancy or related conditions, including recovery from childbirth, for as long a period of time as is deemed medically necessary by the student's physician. WCSU must then effectively reinstate the student "to the status which she held when the leave began". Essentially, this means that pregnant students should be treated as if they have a temporary disability, and then given an opportunity to make up missed work. WCSU may offer the student alternatives to making up missed work, such as retaking a semester, taking part of the course as an independent study, extending deadlines, making up assignments or allowing the student to accept an incomplete grade that can be completed at a later date. The **student** should be allowed to choose how to make up the work as long as it doesn't create an undue burden or fundamentally alter the course. Whenever the class work is of a type that it can be completed at a later date – such as papers, quizzes, tests, and even presentations – that option must be made available to the student.

In order to request and receive temporary accommodations based on pregnancy, students must provide AAS with documentation from their health care professional regarding their disability and need for this accommodation. In consultation with the Chief Diversity Officer, the Director of AAS will review the documentation to determine the appropriateness of the accommodation. Students requesting temporary accommodations due to pregnancy should contact AAS immediately at 203-837-8225 (voice), 203-837-3235 (TTY), or via e-mail at [aas@wcsu.edu](mailto:aas@wcsu.edu) to discuss accommodation(s).

### *Procedure:*

- ❖ New students must complete and submit an **Accommodation Intake Form** to AAS.
- ❖ Students must submit pregnancy documentation from their health care professional, which indicates their need for temporary accommodations due to pregnancy.

Documentation should include, but is not limited to the following:

- Diagnostic statement identifying the medical condition (pregnancy) and any pregnancy related health conditions
- Date of most recent appointment
- Expected pregnancy "due date"
- Discussion of any pregnancy symptoms (if applicable) including the nature, frequency, and severity of condition(s)
- Anticipated length of medically necessary absence

- Specific recommendations regarding temporary accommodations
- Identification of Evaluator (name, title and signature).
- ❖ Once appropriate information is received, AAS will contact the student to discuss and review the request.
- ❖ Students who are approved for temporary accommodations based on pregnancy are encouraged to notify AccessAbility Services post-delivery to facilitate faculty outreach.

Any questions regarding the pregnancy accommodation request guideline and procedure should be directed to Elisabeth Morel, Director, at 203-837-8225 (voice), 203-837-3235 (TTY), or via e-mail at [morele@wcsu.edu](mailto:morele@wcsu.edu).