

3341-2-47 Accommodating Student Pregnancy.

Applicability	All University Units
Responsible Office	Division of Inclusion and Belonging
Responsible Administrator	Title IX Coordinator

(A) Policy Statement and Purpose

Bowling Green State University prohibits discrimination on the basis of sex, including pregnancy. The purpose of this policy is to provide guidance on accommodating pregnant students.

(B) Policy Scope

This policy applies to all aspects of Bowling Green State University programs including, but not limited to, admissions, educational programs and activities, co-curricular activities, graduate assistantships, and student employment.

Non-discrimination in employment and education is covered by **Policy 3341-5-41 Non-Discrimination in Employment and Education.**

(C) Policy**(1) Reasonable Accommodation**

BGSU will take reasonable steps to provide pregnant students the opportunity to continue their education with support from faculty and staff. Reasonable academic accommodations will be made available to the extent practicable without lowering academic standards or requiring substantial program alteration. BGSU will work to make accommodations available in a timely manner once notified of the need.

(2) Procedure

If a student requires an academic accommodation in a course due to pregnancy, the student should request accommodations from the faculty member teaching the course. Other accommodations should be sought from the student's supervisor or other university official responsible for the student's program.

In situations such as clinical rotations, performances, labs, and group work, the university will work with the student to devise an alternative path to completion, if necessary and practicable. Students are encouraged to work with their faculty members and BGSU support systems, such as academic advisors, to devise a plan for how to best minimize the academic impact of their pregnancy and get back on track as efficiently as possible. The Title IX Coordinator or designee will assist with the plan development and implementation as needed.

If an agreement on accommodations cannot be reached between the student and the faculty, supervisor, or other responsible official, the matter shall be referred to the Title IX Coordinator. The Title IX Coordinator or designee, in consultation with the appropriate professionals and faculty, will determine what accommodations are necessary and appropriate, and will inform faculty and/or staff members of those accommodations.

(3) Confidentiality

Information about pregnant students' requests for and/or approval of accommodations will be shared with faculty and staff only to the extent necessary to provide the reasonable accommodation. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary.

(4) Recordkeeping

Administrative responsibility for all accommodations lies with the Title IX Coordinator or designee, who will maintain all appropriate documentation related to the request for Title IX accommodations.

(5) Further Information

For a full understanding of reasonable accommodations for pregnancy or childbirth, limitations to the policy, and necessary information, please contact the Office of Title IX at 419-372-8476 or titleix@bgsu.edu.

Registered Date: March 13, 2020