

PREGNANT STUDENT ACCOMMODATION PROCEDURE

Reason for Procedure

Kirkwood Community College prohibits discrimination based on sex, and ensures the protection and equal treatment of pregnant students, and those who recently gave birth, under Iowa Code Section 261K.1 and Title IX. Under this Policy and applicable law, the College will provide reasonable accommodations to pregnant students, and prohibits discrimination based on pregnancy, marital, family, or parental status in its educational program and activities.

This Policy shall be prominently posted on the College's website.

The Procedure

Reasonable Accommodations

Upon request, a student who is pregnant may seek and receive reasonable accommodations to allow the student to complete a course of study or research with the College. Such reasonable accommodations may include:

- Additional measures for health and safety
- Rescheduling exams and assignment due dates
- Temporary leaves of absence
- Excused absences for medically necessary reasons.
- Adjusted classroom participation requirements (attendance, standing, physical activities).
- Adaptive environment modifications (e.g., seating, rest breaks)

In order to request reasonable accommodations, the student should contact the Dean of Students Office via email or in-person. Within approximately 10 business days, a representative will meet with the student to engage in the interactive process, and develop an accommodation plan. If the student disagrees with the plan, the student may appeal to the Dean of Students, who shall respond within 10 business days, or longer for good cause.

Approved reasonable accommodations will not fundamentally alter the essential requirements of any course.

Leave & Academic Continuity

A student who is pregnant or recently gave birth will not be required to take a leave of absence, withdraw from a program or the College, or otherwise be limited in their academic activities with the College solely due to pregnancy. However, a student who is pregnant or recently gave birth may be granted a leave of absence for a reasonable period of time, and which is mutually agreed upon by the student and College. Following the approved leave of absence, students returning from leave will be reinstated to their pre-leave academic standing, including GPA and earned credits.

Completion of Degrees/Programs of Study/Examinations

A student who is pregnant or recently gave birth may be granted an additional, reasonable period of time to take examinations, complete a degree, credential, or program of study, and which is mutually agreed upon by the student and College. The reasonableness of such an

extension may depend on factors such as program accreditation, prerequisite schedules, and other academic considerations.

Complaints & Resolution

Students may file complaints regarding violations of this policy or pregnancy discrimination with the Vice President of Student Services or to equity@kirkwood.edu. The College will use the investigation and adjudication procedure in College Procedure 401.3 – Harassment (<https://public.powerdms.com/KirkwoodCC/documents/2130183/>).

Support & Resources Coordination

The Dean of Students Office will:

- Coordinate academic and health-related accommodations across departments
- Connect students with on-campus resources (e.g., counseling, academic supports, food pantry)
- Assist with referrals to community resources, including parenting support services
- Maintain current knowledge of the requirements of this policy
- Understand and publicize topics related to pregnancy and parenting, breastfeeding accommodations, and referrals to resources and providers.

Caitlyn Miller, Student Assistance and Outreach Manager

Dean of Students Office

3034 Iowa Hall

Hours: Monday – Friday, 8 a.m. – 5 p.m.

deanofstudents@kirkwood.edu

319-398-5540

Non Retaliation

Any retaliation against students for requesting accommodations or filing complaints under this policy is strictly prohibited and will result in disciplinary actions.

Policy Monitoring

This policy will be reviewed annually to ensure compliance with state and federal law, and ongoing effectiveness.