Board Procedure 500.13: Pregnant Student Accommodation
Students

Iowa Valley Community College District 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 procedure and applicable law, IVCCD 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 procedure shall be posted on the IVCCD website.

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 District. 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 Disability Services via email, in-person, or complete an accommodations application located on the IVCCD website. A representative from Disability Services 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. If the issue remains unresolved, the student can

utilize the IVCCD Complaint Process (available under “Consumer Information” on the IVCCD website).

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, which is mutually agreed upon by the student and the 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 Disability Services or the Dean of Students office. Students can also utilize the IVCCD Complaint Process (available under “Consumer Information” on the IVCCD website). Discrimination complaints can also be filed directly with the U.S. Department of Education, Office of Civil Rights (OCR).

Support & Resources Coordination

The Disability Services 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.

Non Retaliation
Any retaliation against students for requesting accommodations or filing complaints under this policy is strictly prohibited and will be reviewed under the College's Code of Conduct for possible disciplinary actions.

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Legal Reference
Iowa Code Section 261K.1; Title IX

Related Administrative Rules and Regulations
None

Revision History
None