

Pregnancy or Related Conditions Policy for Students

King's College is committed to assisting students with the balance of the demands involved in pregnancy, childbirth, recovery and related medical conditions to help them complete their academic requirements. King's College defines pregnancy as inclusive of pregnancy, childbirth, termination of pregnancy, or lactation, as well as medical conditions and recovery related to pregnancy, childbirth, termination of pregnancy or lactation. This policy is applicable under Title IX of the Education Amendments of 1972.

As a Catholic college, King's is committed to life and to providing resources that support the choice of life. Therefore, King's will do all that it can to accommodate the needs of students who are pregnant or were pregnant in terms of coursework, housing, and pastoral, spiritual and emotional support.

For students who are pregnant:

- A. You may continue to participate in classes and extracurricular activities throughout pregnancy.
- B. You are not required to provide a doctor's note for the pregnancy or return to classes after childbirth unless you are asking for accommodation for a disability through Dr. Melissa Ciocco, Disability Services Coordinator in the Academic Skills Center, Mulligan, Room 94, (570) 208-5800. The Academic Skills Office requires documentation for all accommodations.
- C. The College will provide reasonable modifications, for example, an appropriate desk or separate chair rather than the traditional desk, more frequent use of the restroom when necessary, during the pregnancy, or time to breastfeed or express breast milk after your pregnancy. You are not obligated to accept or decline these modifications.
- D. In compliance with the College's policy, faculty members will accommodate absences due to pregnancy, childbirth, termination of pregnancy, and recovery without requiring documentation or negative impact on grading or assessment.
- E. You are permitted to return to the same academic program and extracurricular activities status as before your medical leave, where administratively possible or practicable.
- F. You will be permitted to make up any academic work missed while out for your pregnancy, childbirth or recovery from your pregnancy, childbirth, termination of pregnancy or related medical conditions. Instructors will work with students regarding extensions on assignments or testing due to pregnancy or childbirth.
- G. You may reside on campus in College operated housing. In general, College residence halls are not set up to accommodate children. The Office of Residence Life can assist students who are looking for housing to better accommodate children. Care for a dependent child is an approved exemption to the College's Residency Policy.
- H. The College has designated a Lactation Space on the first floor of Hafey-Marion Hall, which is available and accessible to all students. If you require additional assistance with the Lactation Space, please contact the Title IX Coordinator.
- I. If you need to withdraw from a class after the deadline or withdraw from the College due to the pregnancy, childbirth, termination of pregnancy, and recovery, you must contact the Associate Vice President for Academic Success or their designee, Administration Building, Room 327, (570) 208-5895. If you withdraw from the College due to pregnancy or childbirth, you will be readmitted for any subsequent semester.

It is recommended that students:

- A. Communicate with the College's service offices, especially Academic Skills and your faculty regarding any disability accommodations early.
- B. Keep records of absences due to pregnancy and childbirth and all communication with your faculty and service offices.

Title IX, the gender equity law, provides student protection during pregnancy, childbirth, termination of pregnancy and recovery from childbirth or related medical conditions. If a student believes they are being discriminated against due

to their pregnancy, termination of pregnancy or recovery from pregnancy/childbirth or related medical conditions, or is not receiving appropriate modifications, please contact the Title IX Coordinators for assistance.

Title IX Coordinator

Regina Corchado, SHRM-SCP
Director of Human Resources
181 North Franklin Street
(570) 208-5968 (office)
(570) 266-3060 (mobile)
reginacorchado@kings.edu

Title IX Coordinator

Megan Casey
AVP for Student Affairs/Dean of Students
John Lane House, 166 North Franklin St.
(570) 208-5875 (office)

megancasey1475@kings.edu

Information about Title IX requirements is available from the Department of Education; Office of Civil Rights at their website www2.ed.gov/ocr. The website has information on Title IX and how to file a complaint on-line. The office can be contacted at U.S. Department of Education, Lyndon Baines Johnson Department of Education Building, 400 Maryland Ave, SW, Washington, DC 20202-1100. Telephone: (800) 421-3481. Facsimile: (202) 453-6012. Email: ocr@ed.gov.

All King's College employees, except Confidential Employees, are encouraged but not required to share the contact information of the Title IX Coordinators with any student who discloses their pregnancy, termination of pregnancy, or recovery from pregnancy/childbirth. Confidential employees are all employees who work in the Counseling Center, Student Health Services, and Fr. Brogan Ryan, C.S.C. in Campus Ministry.