

Pregnancy and Postpartum Recovery Student Policy

I. Policy Statement

A student who foresees any educational issues related to a pregnancy or postpartum recovery is strongly encouraged to notify the College as soon as possible. By doing so, the student and College personnel can collaborate and develop an appropriate plan for the continuation of the student's education. Pre-planning can also help with particular challenges a student may face while pregnant or when recovering from childbirth.s (e.g., missed classes, make-up work, etc.). Please note, however, that the choice to inform the College of a pregnancy is voluntary, and a student is not required to share this information with the College.

II. Options

If a student voluntarily decides to disclose a pregnancy to the College or is concerned that parenting responsibilities may have an impact on class attendance or other educational obligations, the student should contact the Title IX Office (x4999 or titleix@grinnell.edu). Once contact has been made, the student will have several options, as described below.

1. Continue at the College and Seek Reasonable Adjustments to Educational Obligations
 - If a student decides to continue in their course work and desires to have any adjustments to their academic program due to pregnancy or postpartum recovery, the student and the Title IX Coordinator or designee will discuss any reasonable adjustments that may be implemented and may also consult with other College personnel in determining what, if any, reasonable adjustments are available. The Dean of Student Success and Academic Advising and the Associate Dean for Disability Resources will be involved in discussions to arrive at best options. Also, while the student is able to and encouraged to ask for specific adjustments that are believed to be necessary, the College reserves the right to deny specific requests that it determines are not reasonable in light of the College's programs and the particular circumstances raised by the student's situation.
 - Adjustments that have been agreed upon, if any, will be documented and signed by both the student and the Title IX Coordinator or designee.
2. Request a Leave of Absence
 - A student may desire to take a leave of absence due to pregnancy or parenting responsibilities, and the Title IX Office is available to discuss this option with the student and work in collaboration with the Office of Student Success and Academic Advising and Disability Resources.
 - A leave of absence due to pregnancy or postpartum recovery may be for various amounts of time depending on a student's particular circumstances. A leave based on pregnancy may be extended if deemed medically necessary by the student's doctor or primary healthcare provider.
 - If taking a leave of absence under this policy, an Education Plan will be discussed and signed by the student and the Dean of Student Success and Academic Advising.
3. Withdraw from the College
 - The student may, in their sole discretion, determine that they must withdraw from the College for an indefinite period of time or permanently due to pregnancy and/or postpartum recovery. Normal College withdrawal procedures, and readmission procedures (if applicable), apply.

**Plan for Continuation in Program
(Pregnant and Postpartum Recovery)**

I. Acknowledgements

By signing this form, _____ (“Student”) acknowledges the following:

- Student voluntarily disclosed a pregnancy to Grinnell College (the “College”) or otherwise raised concerns about postpartum recovery that may have an impact on Student’s educational obligations.
- Student intends to continue pursuing their degree.
- Student understands there are other options available, including taking a leave of absence.
- Student understands there may be potential risks to their fetus by continuing in workshops and/or laboratories as part of course work or research.
- The College has advised Student to consult with her doctor/healthcare provider to discuss potential risks.
- Student assumes all responsibility related to pregnancy risks and any resulting losses or costs, including medical treatment and costs thereof.

II. Adjustments to Program

A.

B.

C. The student may request additional adjustments at any time by contacting the Title IX Office or Office for Disability Resources.

The College and Student do hereby agree to the above.

Name

Date

Name of Administrator

Date

Grinnell College