



Name of Policy: Disclosure of Pregnancy and Pregnancy-Related Conditions
Source: Student Affairs and Academic Affairs
Date Revised: June 2017
Form to Complete: N/A

Policy:

Consistent with federal law, KCAI does not discriminate and will not exclude students from its programs and activities, on the basis of a student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from pregnancy. In addition, KCAI prohibits application of any rule related to a student's parental, family, or marital status that treats students differently based on their sex.

Consistent with this policy, KCAI will make reasonable and responsive adjustments to its programs based on a student's temporary pregnancy status. Examples of such reasonable adjustments include provision of a larger desk, permission for frequent trips to the bathroom, and temporary parking close to a building. Services may vary depending on factors such as the type of pregnancy, medical documentation provided, and the academic program in which the student is enrolled. Pregnant students are also eligible to receive the same services that KCAI provides to students with other temporary medical conditions.

When a proper disclosure has been made to KCAI, KCAI will excuse absences due to pregnancy and/or pregnancy-related conditions, including recovery from childbirth, as long as a student's doctor deems those absences medically necessary. Students who are absent due to pregnancy and/or pregnancy-related conditions may be eligible to make up missed work, take a leave of absence, or elect to take an incomplete grade, among other options.

Students wishing to receive accommodations or services related to pregnancy status should contact Disability Services at 816-802-3440 or disabilityservices@kcai.edu. Depending on the nature of the request, the student may be required to provide documentation from a suitable medical professional establishing the medical necessity of the request. Disability Services will consult with the campus Title IX Coordinator and if necessary, the student's faculty before rendering a decision on the request. Students wishing to be excused from class due to pregnancy and/or pregnancy-related conditions, including recovery from childbirth, should contact Disability Services at 816-802-3440 or disabilityservices@kcai.edu. Depending on the nature of the request, the student may be required to provide documentation from a suitable medical professional establishing the medical necessity of the request. Disability Services will consult with the student's Academic Advisor, the campus Title IX Coordinator and, if necessary, the student's faculty to determine suitable options in light of the student's current status and degree requirements. To the extent the student is involved in an internship or mentorship program, Disability Services will also consult with those responsible for coordinating these programs.

Faculty may not grant accommodations and services on the basis of pregnancy status without notice and approval from Disability Services. Faculty may not unilaterally alter program requirements, or exclude a student from aspects or requirements of a program, due to the perceived pregnancy status of the student.

Pregnant and/or breastfeeding students should be aware of the potential for exposure to hazardous materials in the classroom. To obtain more information about specific risks, pregnant and/or breastfeeding students should contact Disability Services at 816-802-3440 or disabilityservices@kcai.edu.

Students who are breastfeeding and/or pumping breast milk are provided a "Quiet Room." The location of the room and access to the room should be coordinated through Disability Services.

Questions, comments, or concerns regarding this policy should be directed to the campus Title IX Coordinator, Gina Golba at 816-802-3397 or ggolba@kcai.edu.