

PARK UNIVERSITY
STUDENT PREGNANCY AND PARENTING ACCOMMODATIONS POLICY

I. Policy summary

Park University (“Park”) provides pregnant students with at least the same special services as it provides to students with temporary disabilities. Park prohibits the harassment and discrimination of students based on sex, which includes pregnancy, childbirth, and related conditions, including breastfeeding.

Park provides

- f. While receiving academic modifications, the student will remain registered and retain benefits accordingly.

V. Academic leave of absence.

- a. Park does not require a student to take a leave of absence, or withdraw from or limit their studies due to pregnancy, childbirth, or related conditions.
- b. Park will not ask for a physician's note unless it also does so for students who need absences for medical reasons unrelated to pregnancy.
- c. An enrolled student may elect to take a leave of absence for up to one academic year because of pregnancy and/or disability; the birth, adoption, or placement of a child; and/or to care for an immediate family member (spouse, child, or parent) with a serious health condition. Park may extend the leave term in the case of extenuating circumstances or if medically necessary due to the health of the student.
- d. A student who seeks modifications upon the birth or placement of their child may be allowed an extension of up to six months to prepare.

VI. Student-athletes. A student-athlete with a pregnancy-related condition must be provided the same types of modifications provided to other student-athletes to allow continued team participation.

VII. Retaliation and harassment.

- a. Harassment by any member of the Park community based on sex, gender, gender identity, gender expression, pregnancy, or parental status is prohibited.
- b. Park is prohibited from interfering with a student's taking leave, seeking reasonable accommodation, or otherwise exercising her rights under this Policy. Park is prohibited from retaliating against a student for exercising the rights articulated by this Policy, including imposing or threatening to impose negative educational outcomes because a student requests leave or accommodation, files a complaint, or otherwise exercises their rights under the Policy.

iv.