Pregnant & Parenting Student Policy

Purpose:
The purpose of this policy is to provide clear guidelines for students who are pregnant or parenting, ensuring that their rights are protected under Title IX and that they are supported during their education. The TCR is committed to providing an inclusive, non-discriminatory learning environment that allows pregnant students to continue their education without interference or disadvantage.

Scope:
This policy applies to all students at TCR, including those in clinical placements, laboratory activities, and classroom settings.

Definitions:

- Pregnant - means pregnancy, childbirth, false pregnancy, or termination of pregnancy.
- Parenting - means recovery from any of the above conditions, breastfeeding, and pumping.

Title IX Compliance:
Title IX of the Education Amendments of 1972 prohibits discrimination based on sex, which includes discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. TCR complies with Title IX by ensuring that pregnant & parenting students have the right to participate in all aspects of the educational program, including clinical placements, lab work, and classroom activities, without fear of discrimination or unequal treatment.

Accommodations and Support:
Pregnant & parenting students have the right to request accommodations in accordance with Title IX, and TCR will provide reasonable modifications to ensure the student's full participation in the program. Possible accommodations may include, but are not limited to:

- Adjustments to clinical placement schedules to accommodate medical appointments.
- Flexible deadlines or assignment extensions if medically necessary.
- Modification of physical activities in lab courses or clinical settings is recommended by a healthcare provider.

- Provision of additional breaks or rest periods if necessary for the student's well-being. Students are encouraged to notify their program coordinator or the Title IX Coordinator as early as possible in their pregnancy to allow sufficient time for the coordination of accommodations.

Notification Process:
Pregnant & parenting students are not required to inform TCR of their pregnancy unless they wish to request accommodations. If a student chooses to disclose their pregnancy, the notification should be made to the program coordinator or the Title IX Coordinator. The student should provide any necessary documentation from a healthcare provider regarding specific medical needs or restrictions. Once the request is received, TCR will engage in an interactive process to assess the need for accommodations and ensure that the student's needs are met while maintaining academic and clinical standards.

Leave of Absence:
Pregnant & parenting students may request a leave of absence for medical reasons. If the student needs to take a leave, they are required to provide documentation from a healthcare provider confirming the medical necessity of the leave and the expected duration.

- The leave of absence may not exceed one semester.
- Students on leave will be granted the opportunity to return to their program following the leave, with no loss of academic standing, provided they meet the requirements for re-entry.
- If a leave is taken due to pregnancy complications, the student will be provided with information on medical leave options, including workers' compensation and any other applicable benefits.
- Students on leave will work with the program coordinator to determine a plan for reintegration into the program upon their return.

Non-Discrimination and Equal Participation:
TCR affirms that no pregnant & parenting student will be subjected to discrimination, harassment, or exclusion from any part of the program due to their pregnancy. Pregnant & parenting students are entitled to participate in all educational activities, including laboratory sessions, clinical placements, and classroom settings, on an equal basis with other students. TCR will ensure that pregnant & parenting students are provided with the same opportunities for success and graduation as their non-pregnant peers.

Privacy and Confidentiality:
TCR will maintain the confidentiality of any student's pregnancy and medical information to the extent possible. The student's privacy will be respected, and any accommodations or special requests will be discussed only with those individuals who are directly involved in implementing the accommodations. The Title IX Coordinator will assist in ensuring that the student's privacy rights are upheld during the accommodation process.

Return to Work/Clinical Placements Post-Pregnancy:
Upon return from a pregnancy-related leave of absence, students will meet with their program coordinator to discuss any continued accommodations or adjustments required for their return to full participation. Students will be given a reasonable time to recover from childbirth and will not be penalized for taking necessary medical leave. TCR is committed to working with the student to facilitate a smooth and supportive transition back into the program.

Complaint Process:
If a student feels they have been discriminated against due to pregnancy or have not been provided the accommodations they are entitled to under Title IX, they may file a complaint with the Title IX Coordinator. The complaint process will include a thorough investigation and a fair and timely resolution. TCR will take immediate action to address any violations of this policy and ensure compliance with Title IX requirements.

Conclusion:
TCR is committed to fostering an inclusive, supportive environment for all students, including those who are pregnant & parenting. This policy is designed to ensure that pregnant students have equal access to educational opportunities and are treated with respect, dignity, and fairness in accordance with Title IX. By providing appropriate accommodations and support, TCR will assist students in completing their programs while maintaining their health and well-being.

Contact Information:
For questions regarding this policy or to request accommodations, students should contact:

- Title IX Liaison: Executive Director, Randal Palmer, or Director of Programming, C.J. Cannell
- Healthcare and Accommodations Support: Kristine Weiszbrod

Reviewed: June 3, 2026 by TCR Administration