



Administrative Policy

Policy Title:	Pregnant Students		
Policy Category:	Ethical, Legal & Compliance Policies Academic Policies Student Policies		
Related Procedure(s)/ Guideline(s):	Pregnant Student Standard Operating Procedure (SOP) (Pending)		
Policy Owner:	Chief Academic Officer		
Date Approved:	2.1.23		
Review Dates:		Revision Dates:	
Policy Scope:	Students		
Policy Statement:	<p>I. Purpose Southwest Wisconsin Technical College (Southwest Tech) is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972. Title IX prohibits discrimination in educational programs and activities on the basis of sex, which includes discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Title IX also prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex.</p> <p>The purpose of this policy is to ensure the protection and equal treatment of students based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. While the choice to disclose a pregnancy or pregnancy-related condition is voluntary, students seeking assistance under this policy should contact Disability Services for assistance with planning for continued academic progress and locating resources available to all students.</p>		

This policy applies to all students who are pregnant or recovering from childbirth in all aspects of Southwest Tech's programs, including admissions, educational programs, and extracurricular activities.

II. Accommodations and Modifications to Policies, Practices, and Procedures

Southwest Tech will provide assistance to students who are pregnant or have a pregnancy-related condition in the same manner as students with other temporary medical conditions. Southwest Tech will not require a student to withdraw from or limit her studies due to pregnancy or pregnancy-related conditions, except as permitted by law or required by student's healthcare provider. Students will not be provided accommodations or modifications that fundamentally alter Southwest Tech's programs or activities.

Individuals seeking accommodations should complete the Pregnancy Adjustment Request form.

III. Breastfeeding and Lactation

Students who need to breastfeed, pump breast milk, or address other needs related to breastfeeding, will be provided reasonable time to do so in a location that is private, clean, and reasonably accessible. Breastfeeding rooms are available in the following locations: Room 2631 (Health/Science Building) and Room 111 (General Education Building).

IV. Pregnancy-related impairments

Although pregnancy itself is not a disability, pregnancy-related impairments may qualify as disabilities under the Americans with Disabilities Act (ADA). Students experiencing such impairments may contact the Southwest Tech's Office of Disability Services to seek reasonable accommodations under the law.

V. Extended absences

Southwest Tech will not require a student to withdraw from or limit her studies due to pregnancy or pregnancy-related conditions, except as permitted by law or required by student's healthcare provider. However, Southwest Tech will excuse a student's absences from programs for pregnancy and pregnancy-related conditions for as long a period of time as is

deemed medically necessary by the student's health care provider.

Southwest Tech will provide assistance to students who are pregnant or have a pregnancy-related conditions in the same manner as students with other temporary medical conditions. Students should be encouraged to contact Disability Services if assistance is needed.

VI. Non-Discrimination

Southwest Tech is committed to maintaining a campus environment that enhances and supports student learning and achievement. In fulfilling this commitment, the college is responsive to student complaints. Any student may report violations of this policy using the Complaints form or to the Title IX and Deputy Title IX Officers:

Krista Weber - Title IX Coordinator

kweber@swtc.edu

608.822.2315

Kramer Building (Building 300), Human Resources Office, Room 319

Holly Clendenen - Title IX Deputy Coordinator

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608.822.2362

College Connection (Building 400), Student Services, Room 480

Dan Imhoff - Title IX Deputy Coordinator

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608.822.2401

Industry Center (Building 500) Facilities Office, Room 514