

5008 Pregnant or Parenting Students

Teachwell will not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy. Students who are pregnant or parenting are encouraged to continue participating in Teachwell Solutions's educational and extracurricular programs.

I. Accommodations Regarding Attendance and Participation

A. Generally

Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming. The building principal will work with the student to develop a plan to assist the student in participating in curriculum and extra-curricular activities. Such a plan may include:

- If the student cannot regularly attend classes, the provision of online courses;
- The arrangement of meeting times with teachers;
- If the student has not identified appropriate childcare, the identification of child care providers that meet statutory requirements for quality and care; and
- all other curricular adjustments, modifications, and means of supplementing classroom attendance deemed appropriate by the school administrators including, but not limited to, modification of attendance policies.

B. Students with Disabilities

For students with disabilities who have an IEP or Section 504 plan, the administrators, student's parents or guardians, and student if appropriate will collaborate with the student's educational team to coordinate accommodations consistent with state and federal law. As permitted by law, students may be entitled to accommodations as a result of pregnancy.

C. Title IX

When a student, or a person with a legal right to act on a student's behalf, informs a Teachwell employee of the student's pregnancy or related conditions, Teachwell will inform the student of the Title IX Coordinator's contact information. The employee will also inform the student that the Title IX Coordinator can coordinate actions to

prevent sex discrimination and ensure the student's equal access to Teachwell's education program or activity.

Teachwell will make reasonable accommodations to Teachwell's policies, practices, and procedures as necessary to prevent sex discrimination and ensure equal access to Teachwell's education program or activity. Teachwell will coordinate reasonable modifications based on the student's individualized need. Teachwell will consult with the student when determining what reasonable modifications may be appropriate, and the student has the discretion to accept or decline the reasonable modifications offered by Teachwell.

Teachwell will allow the student to voluntarily access any separate and comparable portion of Teachwell's education program or activity. Teachwell will allow the student to voluntarily take a leave of absence from Teachwell's education program or activity to cover, at a minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. Upon the student's return, the student will be reinstated to the student's academic status, and as practicable, to the extracurricular status that the student held when the voluntary leave began.

II. Accommodations Regarding Lactation and Breastfeeding

A. Accommodations

1. In order to accommodate lactating and breastfeeding students, Teachwell Solutions will provide reasonable opportunities to express breast milk or breastfeed in a place, other than a bathroom, which is shielded from view and free from intrusion from students, employees, and the public.
2. Students who wish or need to express breast milk will work with school administrators to create a schedule which accommodates the student's needs while facilitating education to the maximum extent possible.
3. Teachwell Solutions will provide a location for students to store expressed breast milk in or near the location designated for students to express milk to create the least amount of disruption to the student's participation in class or activities.

B. Educational Process

In order to prevent interference with the educational process, no student shall express breast milk within school classrooms or buses. Nothing in this policy limits the authority of the administration to impose consequences consistent with the Student Discipline Act and other state and federal law.

Adopted on: 8/15/2023

Revised on: 6/18/2024

Reviewed on: