

PREGNANCY POLICY AND OTHER RELATED ISSUES

Title IX prohibits and protects students from discrimination based on sex discrimination including pregnancy, childbirth, recovery from pregnancy, termination of pregnancy, lactation, or other related medical conditions. Pregnant individuals have the rights and the responsibility for decisions concerning their pregnancy. No one acting on behalf of Ohio Business College may discriminate against a student based on pregnancy or any health-related issue. A student that is pregnant is expected to complete all the requirements of the program. A pregnant student should consider the risks of attending school while being pregnant and the physical responsibilities, they may encounter performing hands-on activities. The student should discuss with their healthcare team in making an informed decision on whether to continue in the program.

Any OBC employee who is informed of a student's pregnancy or other related health issue, must inform the Campus Director, who, in turn, will notify the student of the Title IX Coordinator. The Title IX Coordinator will ask for a medical release document from her healthcare team that includes a list of reasonable accommodations or a statement that there are no restrictions necessary for the student to perform the hands-on activities. The Title IX Coordinator may ask for an updated document from her healthcare team throughout her tenure at the school. If the student does not provide OBC with a medical release document, the instructor may use their professional judgment to assign an alternative assignment that does not require hands-on activities to allow the student to progress through their program. The Title IX Coordinator will provide the student with a list of reasonable accommodations (according to the student's program) that are in place so the student has equal access to OBC's education program or activity. The student has discretion to accept or decline each reasonable accommodation offered by OBC. If the student accepts OBC's offered reasonable accommodation, it must be implemented. Reasonable modifications may include (but are not limited to):

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking or using the restroom;
- Intermittent absences to attend medical appointments with appropriate documentation;
- Changes in schedule or course sequence;
- Extensions of time for coursework and rescheduling of tests and examinations;

- Allowing a student to sit or stand, or carry or keep water nearby;
- Changes in physical space or supplies (for example, access to a larger desk or a footrest);

All information related to a student's pregnancy or related health issues will remain confidential with Ohio Business College. Only sharing information to those who need to know that help with the accommodations. Ohio Business College will assist student in developing a schedule that can be reasonably implemented for the student and is satisfactory with their healthcare provider.

Ohio Business College is committed to providing a safe and secure educational environment, OBC cannot be held responsible for injury to the mother, fetus, or child during pregnancy.

NOTE: For nursing students, see the Nursing Handbook for more details pertaining to the nursing programs.