



## SHORT-TERM HEALTH-RELATED ABSENCES

### **POLICY**

#### **Pregnancy and Parenting**

Sherman College is committed to helping students achieve academic goals and creating and maintaining a community where all individuals are free from discrimination. In accordance with the Title IX of the Education Amendments of 1972, this includes discrimination on the basis of sex, including pregnancy and parenting students. Students reserve the right to not disclose their pregnancy to the College; however, it is the student's obligation to contact the Title IX Coordinator with adequate notice of the potential need for academic accommodations and as soon as possible after learning of pregnancy.

The Title IX Coordinator/Compliance Officer will review each individual case to determine the appropriate options available to meet the needs of the individual and the situation. If the Title IX Coordinator/Compliance Officer determines a potential extended period of absence may be warranted, the Office of Academic Affairs will be notified of the potential situation, who in turn will notify the appropriate faculty.

Guidance regarding Title IX protections and accommodations for pregnant and parenting students states that students have the following rights:

- Pregnant students may continue participating in classes and extracurricular activities;
- Pregnant students are given excused absences for pregnancy and childbirth as long as their doctor says it is necessary;
- Pregnant students are allowed to return to the same academic and extracurricular status as before medical leave began, including the opportunity to make up any work missed while out;
- Pregnant students are provided with reasonable accommodations or adjustments, including but not limited to:
  - Accommodations requested by the pregnant student to protect the health and safety of the student and/or her pregnancy (ex., allowing the student to maintain a safe distance from hazardous substances)
  - Modifications to the physical environment (ex., accessible seating, desk)
  - Breaks during class
  - Mobility support
  - Flexible deadlines and/or allowing the student to make-up tests or assignments missed for pregnancy-related absences
  - Remote learning provisions



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### **Short-Term Disability and Medical Absences**

Students experiencing an illness, injury or preparing to experience a surgical procedure that will limit their full participation in classroom and clinic activities and/or require additional absences surpassing the number allotted by the course instructor(s), should refer to the Title IX Coordinator/Compliance Officer for guidance. Students will be provided reasonable and necessary academic accommodations based on the data and information presented. Students are responsible for identifying the need for academic accommodations as it relates to the temporary physical limitation and should give adequate notice of their need.

The Offices of Academic Affairs and Student Affairs will coordinate with the student, their faculty member and respective dean to determine what adjustments or modifications are reasonable and necessary to meet the needs of the student and their situation. If an individual's health care provider has prescribed limits on their participation, a medical release form will be required prior to the student returning to full participation in the classroom, clinic, and other activities at the College.

### **Excused Absences**

Excuses for class absences due to a short-term disability must include documentation including the following from a licensed health care provider, or specialist, in the area relevant to the student's ailment or limitation:

- Signature
- Letterhead
- Address
- Phone number

This documentation should be included with the form requesting excused absences due to pregnancy or other short-term disability.

Also see:                      Policy 1038 – Equal Opportunity and Accommodations  
                                     Policy 1041 – Attendance  
                                     Policy 8011 – Children on Campus