

KANSAS CITY ART INSTITUTE

Name of Policy: Disclosure of Pregnancy and Pregnancy-Related Conditions
Source: Academic Affairs and Student Affairs
Date Revised: June 2017, reviewed May 2018
Form to Complete: N/A

Policy:

Consistent with federal law, KCAI does not discriminate and will not exclude students from its programs and activities, on the basis of a student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from pregnancy. In addition, KCAI prohibits application of any rule related to a student's parental, family, or marital status that treats students differently based on their sex.

Consistent with the policy, KCAI will make reasonable and responsive adjustments to its programs based on a student's temporary pregnancy status. Examples of such reasonable and responsive adjustments include provisions of a larger desk, permission for frequent trips to the bathroom, and temporary parking close to a building. Services may vary depending on factors such as the type of pregnancy, medical documentation provided, and the academic program in which the student is enrolled. Pregnant students are also eligible to receive the same services that KCAI provides to students with other temporary medical conditions.

When a proper disclosure has been made to KCAI, KCAI will excuse absences due to pregnancy and/or pregnancy-related conditions, including recovery from childbirth, as long as a student's doctor deems those absences medically necessary. Students who are absent due to pregnancy and/or pregnancy-related conditions may be eligible to make up missed work, take a leave of absence, or elect to take an incomplete grade, among other options.

Students wishing to receive accommodations or services related to pregnancy status should contact the Disability and Academic Support Coordinator at (816) 802-3440 or jblanford@kcai.edu. Depending on the nature of the request, the student may be required to provide documentation from a suitable medical professional establishing the medical necessity of the request. The Disability and Academic Support Coordinator will consult with the campus Title IX Coordinator and, if necessary, the student's faculty before rendering a decision on the request.