

South Shore Educational Collaborative

Title IX / Policy to Support Pregnant Students

Updated May 2024
Board Approval: 5/17/2024
Reflects the US Department of Education's Revised Title IX Regulations
effective August 1, 2024

SSEC Policy to Support Pregnant Students

Pregnancy

The South Shore Educational Collaborative (“SSEC”) does not discriminate in its education program or activity against any student based on the student’s current, potential, or past pregnancy or related conditions.

Title IX Coordinator

When a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student’s pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee will promptly provide that person with the Title IX Coordinator’s contact information and inform that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student’s equal access to SSEC’s education program or activity.

The contact information for the SSEC Title IX Coordinator is:

Erin Holder
75 Abington Street, Hingham, MA 02043
781-749-7518 extension 1619
eholder@ssec.org

Reasonable Modifications

Specifically, SSEC must make reasonable modifications to its policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to SSEC’s education program or activity. Each reasonable modification must be based on the student’s individualized needs. In determining what modifications are required, SSEC will consult with the student. A modification that would fundamentally alter the nature of its education program or activity is not a reasonable modification. The student has discretion to accept or decline a reasonable modification.

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; access to online or homebound education; 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; counseling; changes in physical space or supplies (for example, access to a larger desk or a footrest); elevator access; or other changes to policies, practices, or procedures.

The student may voluntarily take a leave of absence from SSEC’s education program or activity to cover, at minimum, the period of time deemed medically necessary by the student’s licensed healthcare provider. When the student returns to SSEC’s education program or activity, the student will be reinstated to the academic status and, as practicable, to the extracurricular

status that the student held when the voluntary leave began. To request tutoring in these circumstances, a family must fill out the home-hospital form.

SSEC will ensure that the student can access a lactation space, which will be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.

SSEC will only require supporting documentation that is necessary and reasonable to determine reasonable modifications. SSEC will not request documentation for reasonable modifications such as when a student who is pregnant needs a bigger uniform; when the student has previously provided the recipient with sufficient supporting documentation; when the reasonable modification because of pregnancy or related conditions at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom; when the student has lactation needs.

Certification to Participate

SSEC will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the recipient's class, program, or extracurricular activity unless:

- The certified level of physical ability or health is necessary for participation in the class, program, or extracurricular activity;
- The recipient requires such certification of all students participating in the class, program, or extracurricular activity; and
- The information obtained is not used as a basis for discrimination.