

# **Pregnancy & Pregnancy-Related Conditions**

## **Frequently Asked Questions regarding Students for Faculty Reference**

### **(July 2021)**

#### **FACULTY FAQ**

**FACULTY:** If you receive a pregnancy notification, please work with the student to plan a successful way for the student to complete the semester. Please contact the OSD coordinator to consult about complicated matters.

#### **1) How can I best support a pregnant student?**

When a pregnancy is disclosed to you, start by asking the student what they would require to be successful during the semester. Creating an open line of communication is the best way to support your pregnant students. Encourage the student to contact OSD.

#### **2) My student did not inform me of their pregnancy and now they are requesting accommodations. Am I still required to provide accommodations without prior notice?**

You may provide accommodations without notice from OSD. However, students should be encouraged to contact OSSD so that accommodations are consistent across classes.

#### **The following is FAQ for students**

#### **1) What campus office should I contact if I am pregnant or have a pregnancy-related condition?**

Office for Students with Disabilities (OSD) 973-748-9000 ext. 1654  
Room 103 in the Center for Student Success

#### **2) Do I need to notify Bloomfield College that I am pregnant or parenting?**

No, you are not required to notify any College official that you are pregnant. However, you are encouraged to communicate with each of your faculty members about your plans and contact OSD about any medical accommodations that you may need.

#### **3) Under what circumstances, should I notify the Office for Students with Disabilities (OSD) that I am pregnant or have a pregnancy-related condition (i.e. miscarriage, termination, or high risk pregnancy)?**

We are available to assist you with understanding your rights and obligations as a pregnant student. Whereas typical pregnancy is not a disability, if the pregnancy develops a medical complication, OSD can assist you.

The most effective way to ensure a successful semester during pregnancy is by having open communication with OSD and your faculty. Upon request, the OSD Coordinator can send a letter to faculty at the request of pregnant student. This letter serves as an opening for conversation in which the student and each individual faculty can discuss course obligations and options. The letter also provides a reminder about the protections afforded to pregnant students under Title IX.

Please feel free to reach out to the Office for Students with Disabilities (OSD) to find out more information about academic and campus options, if you become pregnant, or have a pregnancy related condition. The sooner you seek information the better you can develop a plan that will suit your academic needs.

**4) Are my absences due to pregnancy, childbirth or abortion excused?**

Yes, absences due to pregnancy or any related conditions are excused. However, depending on the length of the absence and the area of instruction (e.g. courses with lab requirements, clinical rotations, etc.), it may be academically necessary to take a leave of absence. When the student returns to Bloomfield College, she/they must be reinstated to the status she/they held before the leave.

**5) I had a pregnancy related complication. Can I request accommodations?**

In certain situations, a pregnancy-related complication may be protected under the Americans with Disabilities Act (ADA), entitling the student to a reasonable accommodation. Please contact [OSD](#) for medical related accommodations resulting from pregnancy.

**6) I am a student athlete and I am pregnant or parenting. Do I need to quit the team?**

No, you do not need to quit the team. Pregnant student-athletes can continue to participate in a limited manner on the team, including all team-related activities, unless the student-athlete's physician or other medical caregiver certifies that partial participation is not medically safe.

**7) When do I need to notify the Office for Students with Disabilities (OSD) that I am pregnant or have a pregnancy-related condition?**

It would be best to seek information from OSD as soon as possible. We will review the Pregnancy Policy and we will answer any questions you may have about your academic and other campus options. It would be best to contact OSD no later than your second trimester, or sooner if a medical need arises that temporarily disables you.

**8) I feel like my faculty member is not accommodating my requests. Who should I contact?**

If you have provided the professor with an accommodations letter from OSD and you are not receiving the accommodations, please call 973-748-9000 ext. 1654.

**9) Where can I find the form to notify the Office for Students with Disabilities that I am pregnant or have a pregnancy-related condition?**

[Notification the Office for Students with Disabilities that I am pregnant](#)

**10) What documents will I need to submit to the Office for Students with Disabilities to secure accommodations for pregnancy or pregnancy-related conditions?**

1. Doctors note with expected date of delivery/date of confinement
2. Date of expected leave
3. For medically complex-pregnancy, a list of diagnosis and restrictions with dates for each
4. Provide a return to school note from your doctor at the end of your leave.

[Medical Documentation of Pregnancy or Pregnancy related condition](#)

**11) Is there anything else that I am required to do?**

Notify the Office for Students with Disabilities when the baby is born, or the pregnancy-related condition has subsided.

**12) Do I need to contact my faculty, mentors or coaches?**

When you notify OSD of your pregnancy or pregnancy related condition, we will develop an appropriate plan based on your individual needs. We will be more than happy to contact your professors, mentors and coaches as appropriate. In cases of emergency, we can assist you including contacting the Registrar.

**13) My professor adjusts grades based on class attendance. Can he/she lower my grade because of the classes I miss?**

You cannot be penalized for pregnancy or related conditions. If a professor provides specific “points” or other advantages to students based on class attendance, you must be given the opportunity to earn back the credit from classes you miss due to pregnancy, so that you can be reinstated to the status you held before you took leave.

**14) Does Bloomfield College have to let me make up the work I missed while I was absent?**

Yes, professors must let students make up the work missed while out due to pregnancy or any related conditions, including recovery from childbirth. For example, if a doctor’s note excuses the student from class for several weeks because of “bed rest” before giving birth, professors must provide the student with the appropriate assignments and information to make up all of the work required to be completed while absent. Again, depending on the nature of the academic instruction, e.g. clinical rotations, this may not be feasible and other forms of accommodations may need to be made.

**15) What about internships, career rotations, and other off-campus elements of my program – do I have a right to participate in those?**

Yes, Bloomfield College must allow you to continue participating in off-campus programs. For example, if your program provides opportunities to “work in the field” Bloomfield College cannot deny you participation based on your pregnancy. Your professor cannot require a doctor’s note for continued participation, unless it is required for all students who have a medical condition that requires treatment by a doctor.

**16) Classmates and even professors have made offensive comments to me about my pregnancy. Should I complain to the school about it?**

Title IX requires schools to prevent and address sex-based harassment, including harassment based on pregnancy. If you experience this sort of treatment at Bloomfield College, you should seek help immediately. The law prohibits retaliation against you for making a complaint or raising a concern.

**17) I have a scholarship – can Bloomfield College take it back when they find out I am pregnant?**

No, Bloomfield College does not terminate or reduce merit or need-based scholarships based on pregnancy. If you stay in school, you can keep your scholarship.

**18) I want to take a semester off. Can I keep my student status, scholarships, etc?**

Not necessarily – it depends on the leave policy of your division. If you want to take off more time than your doctor says is medically necessary, you will need to consult your advisor about the non-medical leave policy.

**19) What if I work for Bloomfield College as a student employee, in addition to being a student? Do I still have the same rights? Do I qualify for maternity leave?**

Your rights as an employee are different from your rights as a student. If you work for Bloomfield College, you may be eligible for family or medical leave, but that may not include leave from your classes, beyond what is medically necessary.

**20) What if I believe I have been discriminated against based on pregnancy related issues?**

You may file a complaint with the College's Title IX Coordinator, or the Coordinator for the Office for Students with Disabilities and/or file a complaint with the Office for Civil Rights.

**21) Where can I find additional information?**

Affordable Colleges Online - Pregnancy in College

<https://www.affordablecollegesonline.org/college-resource-center/pregnancy-in-college>