

Pennsylvania College of Technology
School of Nursing & Health Sciences
Protocol Relating to Student Pregnancy and Parenting

Student Absences for Pregnancy and Parenting Students

Penn College and the School of Nursing & Health Sciences (NHS) is committed to providing an environment where all students are supported and afforded the opportunity to succeed free of harassment and/or discrimination based on sex. Because of this, and in accordance with Title IX of the Education Amendments of 1972, absences due to pregnancy or related conditions, including recovery from childbirth, shall be excused for as long as the student's physician deems the absences to be medically necessary. Upon return to the College, the student will be reinstated to the status held when the leave began, which includes the opportunity to make up any missed work. The College may offer the student alternatives to making up missed work, such as retaking a semester, remediation of skills, or allowing the student additional time in a program to continue at the same pace and finish. The College will make every effort to keep the student on the original timeline for degree completion where possible.

Seeking Guidance on Risks

A student who is pregnant or is seeking to become pregnant is strongly encouraged to contact their program director to discuss potential risks. Areas of special concern include, but are not limited to, the effects of strenuous activity, exposure to infectious and communicable diseases, noxious fumes such as nitrous oxide, radiation and other toxic substances, blood borne pathogens, antineoplastic agents, and other risks unique to the student's specific program. During this conversation, the program director will discuss the process for officially declaring the pregnancy. Students enrolled in programs that involve exposure to ionizing radiation will also be required to comply with the [Radiation Safety Manual](#), available on the Radiation Safety page of the NHS portal.

We strongly encourage any pregnant student to consult with a physician to discuss the program requirements and potential risks to the student and unborn child.

Declaring Pregnancy

The choice of whether or not to declare a pregnancy is completely voluntary. *No student is required to declare a pregnancy.* If the student chooses to declare a pregnancy, the student must do so in writing. Students declaring their pregnancy shall use the *School of Nursing & Health Sciences Declaration of Pregnancy Form* available later in this document; the form can be completed and submitted to the program director. A declared pregnant student has the right to withdraw a pregnancy declaration at any time via written notice to the program director. A separate Radiation Monitoring Declaration of Pregnancy form is also available for

students enrolled in programs that involve exposure to ionizing radiation. That form is available on the Radiation Safety page of the NHS portal.

Continuation of Education

A student who becomes pregnant while in a Nursing & Health Sciences program has options regarding the continuation of their education. These options include:

Option 1: Student declares a pregnancy. As appropriate to the program and the student's situation, modifications to educational activities may be provided, such as:

- Temporary withdraw from the program with intention to re-enter/reenroll after pregnancy ends (see Program Re-entry section below).
- Withdraw from clinical courses while completing didactic courses for the semester (where possible within the limitations and requirements of a specific program).
- Accept incomplete grades to allow for completion of all courses at a later date (this may apply in cases where the majority of the semester's work is already completed).
- Continue with all courses without interruption; the program will make every effort to accommodate student requests to be removed from a specific area of practice. In the case of clinical courses, this will be dependent on the site's ability to accommodate the request.
- Students in programs that do radiation dose monitoring will receive specific training related to the radiation and pregnancy. The program director or clinical director will provide additional information related to the separate Radiation Pregnancy Policy.

The student has the option to withdraw declaration of pregnancy at any time. This request must be in writing, and the student would then be subject to the parameters of Option 2 below.

Option 2: Student does not to declare a pregnancy.

- Additional counseling and radiation dose monitoring will not be provided.
- In programs that issue dosimeter badges, a fetal dosimeter will not be issued.
- There will be no modification of educational activities.
- The program operates under the assumption that the student is aware of the potential risks to her and her fetus while pursuing the degree.

Program Re-entry

Students who opt for a temporary withdrawal that results in a W or I grade for the semester, will follow the program's re-entry procedure and, upon approval of re-entry, must provide current/updated clinical requirements related to health, immunizations, background screening, CPR, and health insurance as required by the program.

The program will, to the extent possible, make accommodations that will enable the student to return to studies with minimal impact on the expected completion date. While every effort will be made to enroll the returning student in missed clinical rotations as early as possible, the

availability of those opportunities is determined by the sites and the affiliation agreements. The timeline for enrollment in clinical experiences may also be impacted by the duration of the student's time away from the program and the need to refresh knowledge and skills before working with patients.

Additional Information

For more information, please contact your program director in the School of Nursing & Health Sciences. Contact information for Nursing & Health Sciences programs is available at <https://mypct.pct.edu/Schools/NursingAndHealthSciences/default.aspx>.

Specific information related to the U.S. Department of Education's policy on Supporting the Academic Success of Pregnant and Parenting Students is available at www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf. In addition, there is a Title IX student resource contact, the Director of Counseling (Deputy Coordinator & Lead Investigator of Title VI, IX, and Section 504 Student Issues), located in the Bush Campus Center, Room 204.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
SCHOOL OF NURSING & HEALTH SCIENCES
DECLARATION OF PREGNANCY FORM

I understand that if I choose to pursue my degree while pregnant, risks to me and my fetus may include, but are not limited to, the effects of strenuous activity, exposure to infectious/communicable diseases, noxious fumes such as nitrous oxide, radiation and toxic substances, bloodborne pathogens, antineoplastic agents, and other risks unique to my specific program.

If I am enrolled in a program involving ionizing radiation, I understand that if I wish to receive a fetal dosimeter badge for the purposes of monitoring radiation exposure to the embryo/fetus, I must also declare the pregnancy via the Radiation Monitoring Declaration of Pregnancy Form. Information about fetal monitoring is available in the [Radiation Safety Manual](#).

Student's Name (Print): _____

Student's signature: _____

Date: _____

Director's Signature: _____

Date Received: _____