

POLICY TITLE: <b>PREGNANT AND PARENTING STUDENTS</b>		
ADOPTION/EFFECTIVE DATE: <b>May 16, 2022</b>	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED:
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: <b>STUDENTS</b>		

### I. Purpose

The purpose of this policy is to prohibit gender discrimination of any type in education programs and activities, including bias against pregnant and parenting students. Pregnant and parenting students must be allowed to participate in all aspects of the educational program, including all academic, physical, and social components. Pregnant and parenting students must have access to a range of specific activities and policies that govern activities both in and outside the classroom.

### II. Definitions.

For the purpose of this policy, the following definitions apply:

- A. Absence – The failure of the student to be physically present in school/class or at a school-sponsored activity during the school day.
- B. Parenting student – A student who is the mother, father, or legal guardian of a child.
- C. School-sponsored activity – an event under the control and supervision of HCPS which is a component of instruction and which is not a regularly scheduled component of the student's school day.

### III. Statement of Policy.

- A. The absence of a student due to pregnancy or parenting needs. (*see also* policy no. 02-0001-000)
  - 1. Pregnant student or parenting student absences due to pregnancy, or pregnancy-related conditions, shall be excused. Examples are:
    - a. Labor;
    - b. Delivery;
    - c. Recovery; and
    - d. Prenatal and postnatal medical appointments.
  - 2. At least ten days of excused absences shall be provided for a parenting student after the birth of the student's child.

3. Parenting-related absences due to an illness or medical appointment of the student's child, including up to four days of absences per school year for which the school may not require a note from a physician, shall be excused.
4. Any absence due to a legal appointment involving the pregnant or parenting student that is related to family law proceedings, including adoption, custody and visitation shall be excused.
5. Make up work.
  - a. In addition to home and hospital services, a school may allow the pregnant or parenting student to make up the work that the student missed in a time period that equals at least as many days that the student was absent, and allow the student to choose one of the following alternatives to make up work that the student missed:
    - i. Retake a semester;
    - ii. Participate in an online course credit recovery program; or
    - iii. Allow the student six weeks to continue at the same pace and finish at a later date.
  - b. Additional make up work alternatives may be considered at the sole discretion of the school.

### B. Lactation.

1. Each high school must provide a private lactation space in the school.
2. The lactation space must include at least one seating option with a flat surface.
3. The lactation space must include an electrical outlet nearby to accommodate placement of a breast pump device.
4. The lactation space may not be a bathroom or a closet.
5. The lactating student must have access to a refrigerator located close to the private lactation space.
6. A school is not required to construct an addition or new space to a school building to provide a private lactation space.
7. A parenting student must be excused from class due to the use of a lactation space to nurse or express milk.

### C. Support for Students.

1. At least one staff member shall be designated to connect pregnant students and parenting students with the following resources:

- a. Safe, affordable, and reliable childcare.
  - b. Early education services.
  - c. Transportation services to and from school.
2. The school may consult with school social workers and/or school pupil personnel workers regarding community resources.

**Board Approval Acknowledged By:**



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Sean W. Bulson, Ed.D.  
Superintendent

# POLICY

## Harford County Public Schools

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Policy Action Dates		
ACTION DATE	ACTION DATE	ACTION DATE
Adopted 05-16-2022		

Responsibility for Policy Maintenance & References	
LAST EDITOR/DRAFTER NAME: Kimberly H. Neal, Esq.	JOB POSITION OF LAST EDITOR/DRAFTER: General Counsel
PERSON RESPONSIBLE: Kimberly H. Neal, Esq.	JOB POSITION OF PERSON RESPONSIBLE: General Counsel
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