



## **NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY**

SEC. IX-Health 3.0

### **STUDENT – ATHLETE PREGNANCY AND PARENTING POLICY**

#### **UNIT POLICY**

##### **A. Policy Statement**

North Carolina A&T Athletics Department is committed to the personal health and development of all our student-athletes and to the educational mission of the University. We seek to provide an environment that respects all pregnancy and parenting decisions and encourages all affected student-athletes to work toward degree completion.

Each student-athlete must comply with North Carolina A&T State University rules and regulations regarding the occurrence of a pregnancy.

If a student-athlete suspects she is pregnant, she should immediately contact the athletic training staff or Head Coach. Diagnostic testing must be done to confirm a pregnancy, and the student-athlete must sign a limited release of medical information form, allowing the results of the diagnostic testing and any subsequent pregnancy-related testing to be shared with the athletics training staff and team physician. All medical costs associated with diagnosing pregnancy, and pregnancy, are the responsibility of the student-athlete.

Once a pregnancy is confirmed, the student-athlete must submit to a gynecological exam so that a determination can be made regarding the student-athlete's ability to continue sports participation.

A student-athlete with a confirmed pregnancy will be encouraged to inform her Head coach about the pregnancy. The student-athlete, athletics training staff, team physician, and the student-athlete's OB-GYN will evaluate the potential risk to the student-athlete and the likelihood of maintaining a viable pregnancy in connection with continued athletics participation. Student-athletes participating in athletics during pregnancy may be medically disqualified by their OB-GYN and/or the team physician due to the risk to the student-athlete or the integrity of the pregnancy.

Post-delivery student-athletes, or student-athletes whose pregnancies do not reach full-term, must be evaluated by their obstetrician and the team physician prior to returning to athletics activity. Decisions regarding return to athletics activity will be made on a case-by-case basis by the NCA&T team physician. Pregnant or parenting student-athlete may fully or partially participate on an athletics team, including all team-related activities, unless the student-athlete's physician or team physician certifies that full or limited participation is not medically safe. Medically necessary absences from team activities due to pregnancy shall be considered excused absences.

NCA&T will not terminate or reduce a student-athlete's athletics aid during the term of the award because of the student-athlete's pregnancy, marital or parental status. Athletics grant-in-aid will be renewed for pregnant, formerly pregnant, or parenting student-athletes in a manner consistent with existing legislation regarding renewal of grants-in-aid generally.

A student-athlete returning from pregnancy will be evaluated in the same manner as any other team member to determine her specific position or role on the team. No written or verbal contract that requires a student-athlete not to get pregnant or become a parent as a condition of receiving an athletics grant-in-aid award will be created, signed, implemented, or enforced.

#### B. Corrective Action

Any member of the athletics department found to have violated this policy by threatening to withhold or withholding athletics participation or an athletics grant-in-aid award, by harassing a student-athlete on the basis of pregnancy or parenting status, or by breaching medical confidentiality may be subject to disciplinary action, up to and including discharge or expulsion from the university.

Any member of the Department of Athletics who becomes aware of conduct that violates this policy should report the conduct to an appropriate University official, such as the Athletics Director, the General Counsel's office, the Title IX Compliance Officer, the Faculty Athletic Representative, or the Equal Opportunity Officer.

#### C. Compliance Review

The Department of Athletics through the Compliance Director shall annually review this policy and any attendant implementation procedures derived there from for continuing compliance with institutional and associational standards, and recommend any changes or revisions thereto.

D. The CCIA, or a sub-committee thereof, shall annually request a report from the Director of Athletics regarding departmental compliance with this Policy for the most recent academic year.

E. Enabling Authority

1. Title IX of the Education Amendments of 1972
  2. NCAA Bylaw 14.2.1.3 – Pregnancy Exception
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Approved by the Chancellor

Effective Date: Upon approval

First approved: January 30, 2012

Revised: