

Pregnant Student-Athletes

This policy outlines the rights and responsibilities with regard to pregnancy of the student-athlete who is a member of an intercollegiate athletic sports program at the University of Colorado. Athletics is committed to the personal health and development of our student-athletes. This policy sets forth the protections provided for pregnant student-athletes, including those with pregnancy-related conditions, and prohibits retaliation against any student or employee who complains about issues related to the enforcement of this policy. We want to protect every student-athlete's physical and psychological health as well as their ability to complete their education.

- As provided by federal law, CU student-athletes will not be discriminated against because of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery there from.

- Reporting:

- o Athletics will not require any student-athlete to reveal her pregnancy status and instead will work to create an environment where a student-athlete will feel comfortable providing this information. Participating in athletic activity while pregnant can have serious health consequences and voluntarily revealing pregnancy will allow Athletics personnel to assist the student-athlete.

- o Teammates or Athletics personnel who suspect that a student-athlete is pregnant may report their concerns to the team physician or to the Director of Student-Athlete Wellness.

- A pregnant student-athlete's grant-in-aid will not be terminated or reduced as a result of her pregnancy.

- Athletics will allow a pregnant student-athlete to fully participate on the team, including all team-related activities, unless the student-athlete's physician, the team physician, or other health care provider certifies that participation is not medically safe.

- Athletics will allow a pregnant student-athlete to continue to participate in a limited manner on the team, including all team-related activities, unless the student-athlete's physician, the team physician, or other health care provider certifies that such limited participation is not medically safe.

- Medically necessary absences from team activities due to pregnancy shall be considered excused absences.

- Students may take a pregnancy leave of absence for so long a period of time as is deemed medically necessary by the student-athlete's physician, at the conclusion of which the student-athlete shall be reinstated to the status which she held when the leave began.
- No coach or other Athletic department personnel shall suggest to any student-athlete that her continued participation on a team will be affected in any way by pregnancy.
- Athletics will not allow a hostile or intimidating environment to exist regarding student-athlete pregnancy. Acts or statements that are hostile toward pregnancy or that shun or shame a student-athlete because she is pregnant will not be tolerated.
- Medical personnel in the Office of Sports Medicine are available to educate the pregnant student-athlete regarding the risks of continued participation in her sport. Athletics does not provide health insurance benefits for pregnancy, although Athletics personnel can assist the student-athlete in locating available resources. If requested by the student-athlete, the Office of Sports Medicine will refer her to her primary care physician, Wardenburg Health Center on the CU Campus, or additional resources for medical services. Counseling and Psychological Services on the Boulder campus is another resource available to the student-athlete.
- Athletics staff will not counsel (unless requested by the student-athlete) or influence in any way a pregnant student-athlete regarding issues related to her pregnancy. Such advice or influence is inappropriate and is prohibited.
- Regarding institutional financial aid, all grants-in-aid are renewed annually and in accordance with NCAA rules. Pregnancy will be treated as all other temporary medical conditions where grants-in-aid are awarded. As such, institutional grant-in-aid money may not be revoked or reduced due to missed practice and playing time as a result of pregnancy.
- NCAA rules permit a one-year extension of the five-year period of eligibility for a female student-athlete for reasons of pregnancy. A waiver application must be submitted by the University to the NCAA in such cases, and approval is not assured.
- Complaints of violation of this policy or retaliation will be handled by the Office of Office of Student Conduct or the Office of Discrimination & Harassment.