



Married, Pregnant, and Parenting Student Policy

KIPP SoCal Public Schools (“KIPP SoCal”) recognizes that early marriage, pregnancy, or parenting and related responsibilities may disrupt a student's education and increase the chance of a student dropping out of school. KIPP SoCal, therefore, desires to support married, pregnant, and parenting students to continue their education, attain strong academic and parenting skills, and promote the healthy development of their children.

KIPP SoCal shall not discriminate against any student on the basis of the student's marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy, or related recovery. As such, KIPP SoCal shall provide reasonable accommodations to pregnant and parenting students to enable them to access the educational program.

Education and Support Services For Pregnant and Parenting Students

Pregnant and parenting students shall retain the right to participate in any comprehensive school or educational alternative program. The classroom setting shall be the preferred instructional strategy unless an alternative is necessary to meet the needs of the student and/or his/her child, including independent study, alternative schools/program of choice, or continuation program.

Any education program or activity that is offered separately to pregnant students, including any class or extracurricular activity, shall be equal to that offered to other students. A student's participation in such programs shall be voluntary.

Services

To the extent feasible, educational and related support services shall be provided, either through the school or in collaboration with community agencies and organizations, to meet the needs of pregnant and parenting students and their children. Such services may include, but are not limited to:

1. Parenting education and life skills instruction
2. Special school nutrition supplements for pregnant and lactating students pursuant to Education Code

3. Supplemental instruction to assist students in achieving grade-level academic standards and progressing toward graduation

As appropriate, teachers, administrators, and/or other personnel who work with pregnant and parenting students shall receive related professional development.

Absences

Pregnant or parenting students may be excused for absences related to confidential medical appointments.

The Chief Academic Officer or designee shall grant a student a leave of absence due to pregnancy, childbirth, false pregnancy, termination of pregnancy, and related recovery for as long as it is deemed medically necessary by a physician. At the conclusion of the leave, the student shall be reinstated to the status held when the leave began.

A parenting student may request exemption from attendance because of personal services that must be rendered to a dependent. A pregnant student shall have access to any services available to other students with temporary disabilities or medical conditions.

Accommodations For Lactation

All KIPP SoCal schools shall provide reasonable accommodations to any lactating student to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding. A student shall not incur an academic penalty for using any of these reasonable accommodations, and shall be provided the opportunity to make up any work missed due to such use. Reasonable accommodations include, but are not limited to: (Education Code 222)

1. Access to a private and secure room, other than a restroom, to express breast milk or breastfeed an infant child
2. Permission to bring onto a school campus a breast pump and any other equipment used to express breast milk
3. Access to a power source for a breast pump or any other equipment used to express breast milk
4. Access to a place to store expressed breast milk safely
5. A reasonable amount of time to accommodate the student's need to express breast milk or breastfeed an infant child

Complaints

Any complaint of discrimination on the basis of pregnancy or marital or parental status shall be addressed through KIPP SoCal's Uniform Complaint Procedures.

Any complaint alleging KIPP SoCal's noncompliance with the requirements to provide reasonable accommodations for lactating students also may be filed in accordance with KIPP SoCal's procedures in Uniform Complaint Procedures. A complainant who is not satisfied with KIPP SoCal's decision may appeal the decision to the California Department of Education (CDE). If KIPP SoCal or the CDE finds merit in an appeal, KIPP SoCal shall provide a remedy to the affected student.

If you would like to file a complaint or would like additional information, please contact:

Cesely Westmoreland
Registered In-House Counsel
KIPP SoCal Public Schools
cwestmoreland@kippsocal.org
(323) 204-8570

Program Evaluation

KIPP SoCal will regularly monitor the effectiveness of the strategies used to support married, pregnant, and parenting students, which may include data on participation rates, in programs and services, academic achievement, school attendance, graduation rate, and/or student feedback on programs and services offered.