

PREGNANCY POLICY

02/2025 PREG

Reference number

ACCOUNTABLE MANAGER

General Manager & Operational
Manager

Policy owner

Moooi Student Accommodation

Responsible section

Operations

Status

Approved

Approved by

Management

Date of approval

08 October 2025

Date of amendments

08 October 2025 NEW POLICY

Review date

October 2026

TABLE OF CONTENTS

Rules and Guidelines on Private Student Accommodation and the support there in for Pregnant tenants.

1. Interpretation	2
2. Scope	2
3. Pregnancy	2
4. Principles	2
5. Purpose	3
6. Confidentiality & POPIA act	3
7. Disclosure of pregnancy	3
8. Case by case approach	4
9. Periods of support related to a pregnancy	5
10. Guideline on the private accommodation of pregnant tenants in Moooi Student accommodation	5
11. Moooi accommodation-related support	6
12. Primary health care support	7

RULES AND GUIDELINES ON PRIVATE STUDENT ACCOMMODATION AND THE SUPPORT THEREIN OF PREGNANT TENANTS.

1. INTERPRETATION

These rules and guidelines on the Support while in Private Accommodation of Pregnant tenants (hereafter referred to as the rules and guidelines) must be interpreted and applied in a manner that is consistent with the:

- a. Constitution of the Republic of South Africa (1996);
- b. Higher Education Act, 101 of 1997;
- c. Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000;
- d. National Health Act, 61 of 2003;
- e. Choice on Termination of Pregnancy Act, 92 of 1996;
- f. Protection of Personal Information Act, 14 of 2013 ("POPIA");
- g. National Youth Policy (2020-2030);
- h. Reference to the Statute of the North-West University (2022);
- i. Reference to the General Academic Rules of the North-West University (2020);
- j. Reference to the rules of the University Residence and Day Houses of the North-West University; and
- k. Additional policies, rules, and guidelines of the University which may be relevant, as well as any rules and policies from Moooi, provided the student is residing in one of Moooi residences.

2. SCOPE

These rules and guidelines are the guidelines of Moooi Student Accommodation and apply to a tenant/student who becomes pregnant while residing in one of Moooi Private Accommodation residences and the support of such tenant during the time of pregnancy.

3. PREGNANCY

Pregnancy refers to the gestational process comprising the growth and development of an unborn foetus within the womb of a woman, with the period of conception through to birth lasting approximately 40 weeks.

4. PRINCIPLES

These rules and guidelines are informed by the following principles, whereby Moooi:

- a. Recognises the rights associated with a tenant's personal choices regarding their pregnancy and personal health;
- b. Ensures that no tenant is unjustifiably discriminated against based on their pregnancy while staying in Moooi residence;

- c. Aims to create an environment that reasonably supports and accommodates pregnant tenants, while maintaining their dignity and protecting their privacy, while residing in Mooui Student Accommodation.
- d. Prioritises the importance of physical health and well-being of the tenant and their unborn child in a manner which is justifiable and reasonable.
- e. Recognises that the personal circumstance, extent, and scope of support required by each tenant relating to their pregnancy may differ, with this requiring a case-by-case approach when considering the reasonable support and accommodation that can be provided to the tenant; and
- f. Creates a reasonably healthy, safe, and conducive living and learning environment for all tenants as it relates to their physical and psycho-social wellbeing.

5. PURPOSE

The purpose of the rules and guidelines is to:

- a. Establish practical and effective measures that guide the reasonable support provided to pregnant tenants in managing the impact of their pregnancy on their access and their accommodation ability in moving around freely.
- b. Guide the way pregnant students can reside in the Private student accommodation during their pregnancy and return after giving birth.
- c. Mitigate possible risks that can arise during the tenant's pregnancy relate to health and safety risks and hazards associated with their continued staying within the Private Student accommodation.
- d. Create a framework of education and awareness related to sexual reproductive health, pregnancies, and associated rights and choices. (In co-operation with the NWU)
- e. Define the primary health care and psycho-social support available to pregnant tenants. (NWU Clinic and For the One Care Pregnancy Centre)

6. CONFIDENTIALITY

The disclosure of a tenant's pregnancy to Mooui Private Student Accommodation and the related information and documentation forming part of such a disclosure will be managed in accordance with the POPIA and relevant policies of Mooui Student Accommodation.

7. DISCLOSURE OF PREGNANCY

- a. It remains the responsibility of the tenant to voluntarily disclose their pregnancy to Mooui Student Accommodation.
- b. Mooui will only be able to determine the extent of and provide reasonable assistance and support after the tenant's disclosure.
- c. A pregnant tenant is encouraged to disclose their pregnancy, at the earliest possible opportunity, to the relevant Building Administrator of the specific building in which she resides, or any other trusted staff member of Mooui Student Accommodation, who, in turn, must assist the tenant in disclosing the pregnancy to Mooui.

- d. Upon the disclosure of their pregnancy, the tenant must provide Moooi with the relevant medical information provided by their medical practitioner relating to their pregnancy, including confirmation of pregnancy, gestation period, expected due date, and possible health and safety risks associated with their pregnancy.
- e. Upon disclosure of the pregnancy as indicated above, the coordination of reasonable support and assistance provided to the tenant is coordinated through the management of Moooi and the relevant building administrator, as well as a cohesiveness agreement between Moooi and Student Life of NWU, with the consent of the tenant.
- f. Disclosure of medical aid or not would also assist Moooi in acting responsibly when premature or other possible conditions could arise during the period of the pregnancy.

8. CASE-BY-CASE APPROACH

- a. To ensure that an informed, justifiable, and reasonable approach is taken in supporting a pregnant tenant, Moooi applies a case-by-case approach for each pregnant tenant.
- b. Upon disclosure of the pregnancy by a tenant, the relevant building administrator, in co-operation with management, must complete an individual risk assessment based on:
 - i. Medical information and reports provided by the tenant's medical practitioner, and
 - ii. Identify risks associated with their continued participation in and access to the residence and possible restriction of movement from the residence to the NWU to attend class responsibilities.
 - iii. Medical information and reports provided by the student's medical practitioner, and
 - iv. Based on the outcome of the individual risk assessment, Moooi, in consultation with the tenant and the NWU and other possible stakeholders, must identify the reasonable support measures that will enable the tenant to have an environment that is safe and conducive for learning while in the period of pregnancy.
 - v. The reasonable support measures must be agreed upon between the tenant and Moooi Student Accommodation, and confirmed in writing, clearly indicating the extent, nature, and duration of the support measures, as well as the roles and responsibilities of both the tenant and Moooi.
 - vi. In the event the tenant refuses to accept the reasonable support measures provided by Moooi Student Accommodation –
 - 1. The tenant may submit a request outlining the reasonable support measures desired to the Management of Moooi Student Accommodation, with the Management in turn reviewing the relevant information informing the matter and providing an outcome of the reasonable support measures available to the tenant, including the:
 - a. Written request of the relevant tenant indicating the reasonable support they require,

- b. Individual risk assessment conducted by the Management, and
 - c. Reasonable support measures identified by the NWU and or Support Services.
 - 2. Should the tenant still be dissatisfied with the outcome of the process contemplated in paragraph 8,b, vi,1 above and Moooi maintain its position in relation to the reasonable support measures available to the student, Moooi must inform the tenant in writing of the outcome of the process, outlining the identified risks for both the tenant and Moooi Student Accommodation related to the tenant's non-acceptance of the reasonable support measures available to them.

9. PERIODS OF SUPPORT RELATED TO A PREGNANCY

- a. The following periods are provided as guidelines and may be considered by Moooi when determining the reasonable support measures provided to a pregnant tenant.
 - i. Prenatal support period:
 - 1. The period before the birth of a child, usually sixteen (16 weeks before the expected birth date. This period can be extended if required due to medical reasons.
 - ii. Postnatal support period:
 - 1. The period after the birth of the child includes a period of roughly six (6) weeks after the birth of the child.
 - iii. Miscarriage and abortion support period:
 - 1. The period after a tenant suffered a miscarriage or a pregnancy was terminated and includes a period of roughly two (2) weeks after the miscarriage or termination of pregnancy.

10. GUIDELINE ON THE PRIVATE ACCOMMODATION OF PREGNANT TENANTS IN MOOOI STUDENT ACCOMMODATION.

a. Private Accommodation

- i. Informed by the tenant's risk assessment conducted by Moooi management, the student may continue to reside within the Moooi private accommodation until the 26th week of their pregnancy (as per NWU Pregnancy Guidelines), provided that:
 - 1. Minimal risk is identified by the tenant's medical practitioner relating to their continued stay in the relevant Moooi private student accommodation.
 - 2. Minimal risk is identified in the tenant's continued participation in the academic and co-curricular programme that would require them to continue residing in the Moooi private student accommodation and prove to Moooi of such continued study programme during the pregnancy period.
- ii. The relevant identified risk factors and mitigating measures identified through the tenant's risk assessment must be communicated to the NWU.

- iii. Building administrators and management of Moooi must inform staff members who are required to assist in providing reasonable support to the tenant, including the relevant Warden of the specified residence.
- iv. Moooi private student accommodation is not required to allocate a single room to a pregnant tenant, but may do so if the pregnant tenant requests such and provided that an additional room is available and such room adheres to the risk assessment.
- v. Considering possible risks associated with the access points of the Moooi private accommodation and the use of stairs, Moooi may, if reasonably possible, reallocate the pregnant student to a room that requires minimal stairs to access the Moooi accommodation relevant room, if any such room is available, and if relocation will not affect any bursary commitment of a pregnant tenant.
- vi. A pregnant tenant who leaves their Moooi private accommodation after their maximum period of stay in accordance with paragraph 10.a.1, must vacate the room on departure.
- vii. It remains the responsibility of the pregnant tenant to vacate their room(s) and ensure the transportation and/or storage of their belongings, at their own expense.
- viii. Moooi private student accommodation has no obligation to assist the pregnant tenant with the evacuation of their room(s), and/or the storage and/or transportation of their belongings.
- ix. In accordance with the Moooi Financial requirements and minimum Fees Payable, in respect to the Lease Agreement, a pro-rata calculation may be made by Moooi that could result in the reduction of Accommodation fees if there is no arrears on the account, for the period during which the tenant will not reside in Moooi residence or when the tenant cancel their Lease Agreement the Cancellation Policy will come into effect.

11. MOOOI ACCOMMODATION-RELATED SUPPORT

- a. A tenant who has not cancelled their private accommodation and returns to complete their studies in the same year that they have left the accommodation must reapply and complete a new Lease Agreement for the remaining period of the academic year. Proof of continuing studies must be provided. When the tenant is bursary funded, proof of funding for the remaining period must be provided.
- b. In the event a tenant returns to the Moooi accommodation in the following year after their pregnancy, they will be subject to the existing process, criteria, and requirements associated with an application and placement of tenants in Moooi private accommodation.
- c. No accommodation will be provided for the child, family, or other relations of a tenant before, during, and after their pregnancy. No special rules will apply except for the risk assessment that was performed as per paragraph 8. B.

12. PRIMARY HEALTH CARE SUPPORT (AS PER PARAGRAPH 15 OF THE NWU PREGNANCY RULES AND GUIDELINES)

- a. Pregnant tenants will be referred to make use of the primary health care services and advice available through the Campus Health Care Centres (CHCC's).
- b. The CHCC provides limited primary health care services related to antenatal care.
- c. The CHCC does not provide health care services related to elective deliveries and post-natal care.
- d. In the event of an emergency delivery occurring, the relevant external emergency services will be contacted to assist the pregnant tenant.
- e. At the request of the tenant, the CHCC may make the necessary referrals to external medical practitioners and specialists and provide health care advice related to planning and preparation of the birth.
- f. If the required antenatal care of a pregnant tenant extends beyond the scope of services rendered by the CHCC, the CHCC will make the necessary referrals to external medical practitioners and specialists.

13. TABLE OF CONTENTS

Part 1: Guidelines on the reasonable support for the teaching-learning and research programme.

Part 2: Guidelines on the accommodation of pregnant students in Private-controlled Accommodation.

Part 3: Framework on support related to primary health care and psycho-social support.

Part 4: General advice for consideration by a pregnant tenant.