

Pregnant & Parenting Students

The Department of Education's Office for Civil Rights (OCR) enforces Title IX of the Education Amendments of 1972 (Title IX), which prohibits discrimination based on sex in education programs or activities that receive Federal financial assistance. The Department's Title IX regulations prohibit discrimination based on pregnancy and related conditions in institutions that receive Federal funds (referred to here as "schools"). These protections, which include a prohibition on discrimination based on termination of pregnancy, have been in place since 1975, when the Department's regulations implementing Title IX were first issued following Congressional review.

The regulations make clear that Title IX protects students from discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom. Title IX requires that we provide leave to a student for pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery for as long as the student's physician deems medically necessary. After that leave, the student must be reinstated to the status the student held at the beginning of the leave.

During Pregnancy

Notify the Title IX Office that you are pregnant. To ensure you get all of your necessary protection from the moment you find out that you are pregnant through your delivery and recovery, you must notify the Title IX office immediately.

Please use this link to complete the Pregnancy Accommodation Request Form.

<https://na2.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=5226ca37-5f4c-4a01-996c-5109ca6d9f4c&env=na2&acct=83137fc2-e493-46bc-82f4-4b4c7c63e1ee&v=2>

Schedule a time to meet with the Title IX office. To ensure you are aware of how Title IX protects you, your expectations of yourself and the faculty, and notification requirements. To schedule an appointment, please use this link

<https://app.acuityscheduling.com/schedule/6bf0af79/?calendarIds=58884>

Parenting Students. Please use this link to complete the Pregnancy Accommodation Request Form.

[https://na2.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=5226ca37-5f4c-4a01-996c-5109ca6d9f4c&env=na2&acct=83137fc2-e493-46bc-82f4-4b4c7c63e1ee&v=2.](https://na2.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=5226ca37-5f4c-4a01-996c-5109ca6d9f4c&env=na2&acct=83137fc2-e493-46bc-82f4-4b4c7c63e1ee&v=2)

Submit pregnancy accommodation documentation. You must provide documentation from your OBGYN or another physician that provides the information we use to develop your Pregnancy Support Plan. The Office of Student Success will create a plan once the office has received the necessary documentation.

After documentation is received, the Pregnancy Support Plan is created to ensure that you receive the necessary accommodations related to your pregnancy. The Assistant Director of Student Success will send the Pregnancy Support Plan to each instructor using Etrieve Soft Docs. (If the student is a CE student, the Pregnancy Support Plan will be sent using DocuSign. CE does not use Etrieve electronic forms.)

Special Note - If the school requires students with other medical conditions to submit a doctor's note, it may require the same from a pregnant student. This includes illnesses and/or complications that may arise after the submission of initial documentation, which requires you miss class and/or impacts the submission of assignments.

Birth & Postpartum

Notify the Title IX office that you have delivered. You must notify the Title IX Coordinator as soon as you have delivered. This allows the Title IX office to follow up with your instructors and determine your return date. Go to the following link to complete the notification form:

<https://na2.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=5226ca37-5f4c-4a01-996c-5109ca6d9f4c&env=na2&acct=83137fc2-e493-46bc-82f4-4b4c7c63e1ee&v=2>

Submit post-delivery accommodation documentation. To ensure that we provide you with a reasonable return date, we need information from your physician regarding your delivery. The documentation is used to determine your leave period. Any complications you may have had with your delivery and/or any complications the baby may have had after delivery are taken into consideration when determining the leave period.

Special Note - If the school requires students with other medical conditions to submit a doctor's note, it may require the same from a pregnant student. This includes illnesses and/or complications that may arise after the submission of initial documentation, which requires you to miss class and/or impact on the submission of assignments

Returning to Campus After Delivery Using the post-delivery documentation, the Title IX office identifies a return date. Once you return, you will revert to the status you held at the time of your leave. The Title IX office works with your instructors to develop a plan of action for you to complete any necessary work, which may include receiving an incomplete, to ensure that you are provided with a reasonable amount of time to complete the necessary course requirements.

Resources

● Lactation Rooms The lactation room, where nursing parents may nurse/feed, is located in the Welcome Center building in the Student Services department. Other locations may be provided on request.