



## Delta College

### **Faculty Guidelines for Supporting Pregnant and Parenting Students at Delta College**

Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities, including on-line courses. To ensure that colleges and universities are following Title IX, the US Department of Education issued guidance on supporting pregnant and parenting students staying in school and completing their education.

Source: [Supporting the Academic Success of Pregnant and Parenting Students](#). Accessed: August 2019

Title IX protection for pregnant students take affect when a student:

- faces pregnancy-related problems during their pregnancy or
- experiences pregnancy loss (miscarriage/abortion) or
- delivers their baby and
- enters into their post-partum period (the period following the delivery) for as long as their physician deems necessary\*

\*After delivery, a student may return to class at any time. We cannot require a return slip.

Under Title IX, a mom that requests time for pumping would be considered a parenting student and would qualify for appropriate accommodations. It does not include protection for childcare issues, sick children (newborns that are sick as a result of a pregnancy/delivery issue are covered under Title IX for up to six months) or absences due to school closings.

#### **Preventing Discrimination for Pregnancy/Parenting Students at Delta College**

- Please discuss each pregnant student situation with your Associate Dean. This will help us to avoid the perception of discriminatory practices.
- Under the regulations, we are not allowed to offer an incomplete until all other options have been explored and discussed with the student.
  - In addition, the regulations require us to develop a plan that helps the student to meet course objectives and that meets the student’s current needs. (The student gets a chance to weigh in on what meets her current needs.)
- Please do not ask students if they are pregnant or state that a pregnant student cannot or should not attend your class. This can be construed as a discriminatory action.
- If a student self-discloses to you that they are pregnant, please forward to the Title IX Office he student’s name and ID# or use the [form on the Title IX Inside Delta page](#). Please inform

the student that under Title IX, she will be able to make up any work without penalties that she missed during her delivery and recovery period or during any other pregnancy complication (as defined by her physician).

- Please **do not request medical documentation from a pregnant student**. The Equity Office will request and maintain all medical documentation in these situations.
  - If a student gives you medical documentation, please call or email us and we will discuss how we can get it from you.
  - Remember, no medical documentation is required until delivery or unless there is a pregnancy-related problem (documentation from her physician will be required by the Equity Office).
- Many circumstances may arise with pregnant/parenting students and they differ from student to student. **Per the Title IX regulations, each instance must be handled on a case-by-case basis**. Doing so will ensure student support and provide consistency across the College to avoid the perception of discrimination.
- Support starts when a student informs their Faculty of a current or immediate absence from class due to a pregnancy/parenting-related issue in which she has medical documentation, shares that they have a desire to remain in the course, and/or requests a pregnancy related adjustment.
  - The Office of Disability Resources will collaborate on accommodations made for pregnant students.
- Before dropping a pregnant/parenting student, please contact the Title IX Coordinator.