

LEHIGH CARBON COMMUNITY COLLEGE PREGNANT AND PARENTING STUDENT RIGHTS

Title IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Complying fully with *Title IX of the Education Amendments of 1972 (June 2013)* located at <http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>, Lehigh Carbon Community College is committed to maintaining the rights of students who are pregnant, nursing and parenting, in any part of their educational program, including specific classes, extracurricular programs and activities. Pregnancy, childbirth and related conditions must be supported by all faculty and departments within the college.

Title IX requires faculty, staff and administrators treat pregnancy, childbirth and related conditions in the same manner and under the same policies as any other temporary disability. The college can require a pregnant student to provide a doctor's certification of fitness to continue in an education program or activity, if the same requirement is imposed on all other students with physical or emotional conditions requiring a doctor's care. Pregnant students must be provided the same accommodations and support services available to other students with similar medical needs. Faculty, staff or administrators should not tell a student that she has to drop out of classes, an academic program or otherwise change educational plans due to pregnancy.

Academic Accommodations

A student's absence due to pregnancy or childbirth related conditions must be excused without penalty, as long as the student's doctor deems the absences medically necessary. Upon return, the student must be reinstated to the same status held prior to the leave.

Faculty must allow the student a reasonable amount of time to make up missed assignments and tests, and opportunity to earn class attendance and participation points. Make up assignments and tests must be reasonably equivalent to those missed, but need not be identical. The faculty will work with the student to determine how to make up missed work and points. The College may offer alternatives to making up the missed work, from which the student can choose how she would like to proceed, such as retaking a semester, taking part in an online course, or continuing at the same pace to finish at a later date, allowing the student additional time in a program.

While the instructor may have a strict attendance policy, the college is bound by federal civil rights law. All faculty must comply with this law, and thereby cannot discriminate on the basis of pregnancy or parenting concerns.

The law also applies to off-campus programs. Programs that provide opportunities to work in the field, cannot exclude students based on pregnancy. Faculty cannot require a doctor's note for continued participation unless such documentation is also required for all students who have a condition that requires treatment by a physician. If a student provides such documentation, the physician's decision cannot be second-guessed.

Additional Assistance

The same accommodations provided to students who have temporary medical conditions are also provided for pregnant students, as reasonably appropriate, based upon functional limitations imposed by the pregnancy. Examples may include requiring a larger desk, more frequent trips to the bathroom, and being permitted access to elevators. In addition, private space will be provided upon request for students who are breastfeeding. Medical certification will be requested as required for all other students with temporary impairments.

Requesting Assistance

Students who would like to request academic accommodations due to pregnancy may do so following the procedure for students requesting assistance due to a temporary impairment. Simply complete and submit the ***Request for Assistance Due to Temporary Impairment*** to the Educational Support Center located in Science Hall, SH 150, or email to Karen Ladley, Director of Learning Support, kladley@lccc.edu. For additional information, call **610-799-1156**.

Any harassing behavior towards the student due to her pregnancy (such as sexual comments, jokes, and humiliating or physically threatening or harmful behavior) must be promptly addressed and referred to the Title IX/Equity Coordinator, Donna Williams, dwilliams@lccc.edu, 610-799-1107, Student Services Center, SSC 106.

All allegations of discrimination against or towards a pregnant or parenting student at LCCC will be investigated as per the college policy Equal Opportunity and Nondiscrimination in Employment and Policy; Grievance Procedure Title IX - Section 504; Sexual Harassment and Sexual Misconduct Policy.

To file a complaint regarding the implementation of this policy, contact Donna Williams, Director of Human Resources and Title IX/Equity Coordinator at dwilliams@lccc.edu or 610-799-1107 or Peggy Heim, Dean of Student Support & Success at pheim@lccc.edu or 610-799-1532.

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