

Pregnant and Parenting Student Information

This document includes information taken from the U.S. Department of Education, Office of Civil Rights, *Supporting the Academic Success of Pregnant and Parenting Students: Under Title IX of the Education Amendments of 1972* (June 2013), located on the following web page:
<http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

Pregnant and parenting students are entitled to participate in all programs and activities sponsored by Fond du Lac Tribal and Community College. Every office at FDLTCC must not discriminate against a student based on the following: pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery from any of these conditions.

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.

Student Absence

A student's absence because of pregnancy or childbirth must be excused as long as the student's doctor deems the absences medically necessary. When a student returns, she must be allowed to return to the same academic and co-curricular status as prior to her leave.

If absences are due to pregnancy, faculty must allow a student to submit work after the deadline and earn class attendance and participation points. The faculty member will work with the student to determine how to make up missed work and points.

A school may offer the student alternatives to making up missed work, which the student should be allowed to choose. Possible alternatives include the following: retaking a semester or continuing at the same pace and finishing at a later date by allowing the student additional time in a program.

Special Services

Pregnant students will be provided with special services that are provided to those who have a temporary medical condition. At Fond du Lac Tribal and Community College, Disability Services will determine and coordinate appropriate services. Medical certification will be requested through Disability Services.

Students who are pregnant may be allowed additional services based upon functional limitations imposed by the pregnancy. Examples may include requiring a larger desk, being allowed frequent trips to the bathroom, and being permitted temporary access to elevators.

As a reminder, there is a designated space on campus for students who may be breastfeeding. A lactation room is provided in a private office space located in the Student Club area.

Any harassing behavior toward a 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 Coordinator on campus: Anita Hanson, VP of Student Services at: 218-879-0805, Office 145.

All allegations of discrimination against or towards a pregnant or parenting student at FDLTCC will be investigated under the Minnesota State Colleges and Universities Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education and System Procedure 1B.1.1 Report/Complaint of Discrimination/Harassment Investigation and Resolution.