



Pregnant and Parenting Students

Purpose:

The purpose of the Pregnant and Parenting Student Policy at Fond du Lac Tribal and Community College is to support and accommodate students who are pregnant or parenting, ensuring they have equal access to educational opportunities and resources. This policy aligns with Title IX regulations, which prohibit discrimination based on pregnancy, childbirth, or related conditions. It provides guidelines for excused absences, academic accommodations, and access to support services, such as student parent navigators and special services for temporary medical conditions. The goal is to create an inclusive and supportive environment that enables pregnant and parenting students to succeed academically while managing their family responsibilities.

POLICY LANGUAGE:

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

Title IX

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities. Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity. The law states: 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.

Fond du Lac Tribal and Community College's Title IX Coordinator is responsible for supporting pregnant and parenting students. The College does not discriminate against any student or exclude them from the College's education programs or activities, including any class or extracurricular activity, based on a student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom.

An affirmative action, equal opportunity educator and employer.

A member of Minnesota State and the World Indigenous Nations Higher Education Consortium.

Fond du Lac Tribal and Community College does not discriminate against or exclude from employment any employee or employment applicant on these bases.

If you have questions or need support related to pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery, please contact FDLTCC's Title IX Coordinator, Damien Paulson, (218) 879-0805 or dpaulson@fdltcc.edu.

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, Accessibility Services will determine and coordinate appropriate services. Medical certification will be requested through Accessibility 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 are designated spaces on campus for students who may be breastfeeding. A lactation room is provided in a private space located in the Student Club area.

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 Coordinator on campus: Damien Paulson, Interim Vice President of Student Services and Enrollment Management, Office 147, (218) 879-0805 or dpaulson@fdltcc.edu, Office 147.

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.

Additional information on 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), can be found on the following web page: <https://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

FDLTCC Pregnant and Parenting Document

FDLTCC's Student Parent Navigator can be reached at 218-879-0898.

Date Policy was Originally Adopted:
Responsible Division/Author:
Revision Date(s):