

Pregnant and Parenting Students

Complying with State and Federal Laws



Agenda

Definitions

Pregnant and Parenting Students' Rights

Reasonable Modifications

Leaves of Absence

Example Scenarios and Best Practices

Question and Answer Session



Collin College's Liaison Officer for Pregnant and Parenting Students

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Definitions

Experiencing a Pregnancy-Related Condition(s):

- A pregnant person is considered to be “experiencing a pregnancy-related condition(s)” when they are dealing with ongoing medical issues from the pregnancy.
- Examples of pregnancy-related conditions include, but are not limited to, chronic migraines, depression, fatigue, gastroesophageal reflux disease (GERD), gestational diabetes, persistent morning sickness, severe pelvic bone and/or back pain, and urinary tract or bladder infections.



Definitions (Continued)

Pregnancy or Related Condition(s):

In accordance with Title IX, “pregnancy or related conditions” means:

1. Pregnancy, childbirth, loss of pregnancy, or lactation;
2. Medical conditions related to pregnancy, childbirth, loss of pregnancy, or lactation; or
3. Recovery from pregnancy, childbirth, loss of pregnancy, lactation, or related medical conditions.



Definitions (Continued)

Parenting Student/Parental Status:

- A student who is the parent or legal guardian of a child under 18 years of age.
- Under Title IX, parental status also includes students who are caring for a child who is 18 or older but is incapable of self-care because of a physical or mental disability.
- Includes, but is not limited to, adoptive parents, birth parents, foster parents, separated/divorced parents, legal custodians/ guardians, etc.



Notes on Definitions

- Neither state nor federal laws require the parent to be living with their child.
- Pregnant, experiencing a pregnancy-related condition(s), and parenting statuses apply to both partners, regardless of sex or gender identity.
- The non-birthing partner is also protected by both state and federal laws.



Pregnant and Parenting Students' Rights

- Students who are pregnant, experiencing a pregnancy-related condition(s), and/or parenting have the right to:
 1. Early registration.
 2. Modifications due to pregnancy and/or a pregnancy-related condition(s).
 3. Not be told to drop out or change their educational plans.
 4. Not be harassed due to their pregnancy, pregnancy-related condition(s), and/or parenting status.

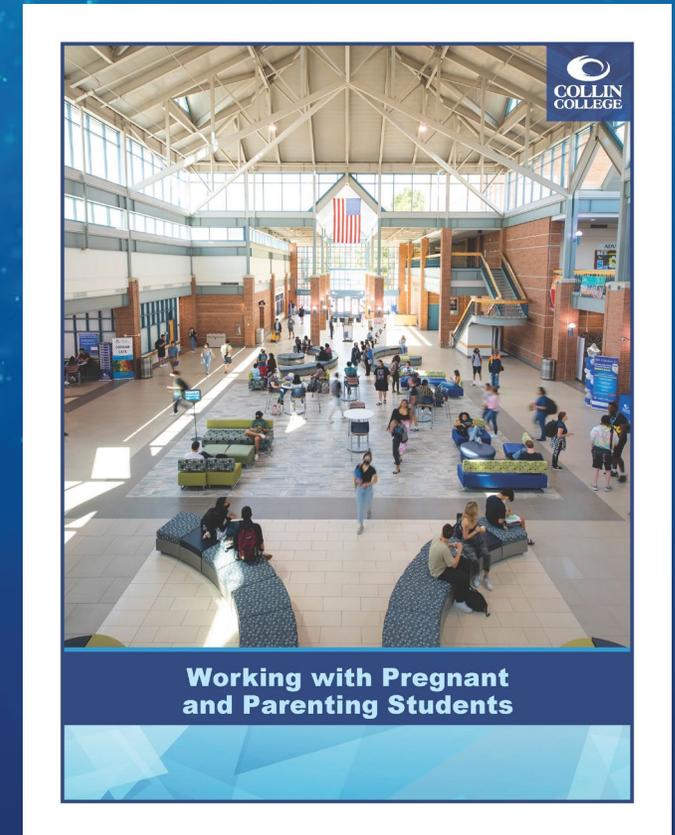


So...

	Pregnant Students	Students Who Are Experiencing a Pregnancy-Related Condition(s)	Parenting Students
Early Registration			
Reasonable Modifications			
Leave of Absence			

Helpful Documents

- *Pregnant and Parenting Students' Rights and Resources*: Contains more details on students' rights and provides information about resources available on campus and in the community.
- *Working with Pregnant and Parenting Students*: Contains information that may be helpful for faculty and staff who are assisting these students.
- Available at:
www.collin.edu/titleix/pregnantandparentingstudents



Informing the Liaison Officer of a Pregnant and/or Parenting Student

Any Collin College employee who is notified of a student's pregnancy, pregnancy-related condition(s), and/or parenting status must promptly:

1. Provide that person with the Liaison Officer's contact information,
2. Inform that person that the Liaison Officer can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the college's education program or activity, and
3. Notify the Liaison Officer by submitting the *Pregnant and Parenting Students Information Form*.



Early Registration

- Students who are pregnant, experiencing a pregnancy-related condition(s), and/or parenting are eligible to register on the first day of priority registration.
- To opt into early registration, these students need to submit the *Pregnant and Parenting Students Request for Early Registration Form*.
- For specific information on registration dates and requirements, see Collin College's Registration webpage.



Campus Lactation Rooms

- Collin College is required to provide a lactation space, which must be a space other than a bathroom that is:
 1. Clean,
 2. Shielded from view,
 3. Free from intrusion by others, and
 4. May be used by a student for expressing breast milk or breastfeeding, as needed.
- Each campus has at least one (1) designated lactation room.
- A list of the locations for each campus lactation room and how to access these spaces is available here.



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Frequently Asked Questions

Are students allowed to use wireless breast pumps in class?

- **Yes**
- Wireless breast pumps do not create an excessive amount of noise that would be considered a classroom disruption, and do not cause a risk of exposing the breasts when used correctly.
- Students are **not** required to register with the Title IX Office or receive approved modifications prior to using wireless breast pumps in class.

Are students allowed to bring their children to class?

- **No**
- This is a violation of Board Policy GD (LOCAL) and the Student Code of Conduct.
- Any student who brings their child to class should be referred to the Student Conduct Office for appropriate disciplinary action.
- Additionally, the Collin College Police Department should be **immediately** notified of any unattended children on campus.



Leaves of Absence

- Collin College will permit, but not require, a student who is pregnant, experiencing a pregnancy-related condition(s), and/or parenting to take a leave of absence related to their status.
- The student will not be required to provide a doctor's certification or documentation to obtain a leave of absence.
- When the student returns to Collin College, they must be reinstated to the academic status and, as practicable, to the extracurricular status they held when the voluntary leave began without being required to reapply for admission.
- To request a leave of absence, these students need to submit the ***Pregnant and Parenting Students Leave of Absence Request Form***.



Leave of Absence Duration

	Students Who Are Pregnant and/or Experiencing a Pregnancy-Related Condition(s)	Parenting Students
Title IX	At minimum, the <u>period of time deemed medically necessary</u> by the student's licensed healthcare provider, <u>or</u> As allowed under state laws.	
State Laws	A minimum of <u>one (1) semester</u> .	A minimum of <u>one (1) semester</u> .

What Are Reasonable Modifications?

- Are an alteration of environment, curriculum format, or equipment that allows a student who is pregnant and/or experiencing a pregnancy-related condition(s) to gain access to content and/or complete assigned tasks.
- Allow these students to pursue a regular course of study.
- Do not alter what is being taught.
- The objective of reasonable modifications is to accommodate the student, not to dilute scholastic requirements.



Who is Eligible for Reasonable Modifications?

- Only available:
 1. To students who are pregnant and/or experiencing a pregnancy-related condition(s).
 2. If the student requests them and they are reasonably available.
 3. After engaging in an interactive and individualized process.
- Must be based on the student's individualized needs.
- To request reasonable modifications, these students need to submit the *Pregnancy and Pregnancy-Related Conditions Modifications Application Form*.



Approving Reasonable Modifications

- The appropriate Title IX Office staff member will conduct an intake meeting with the student.
 - Each modification available and/or requested by the student will be discussed to ensure it is appropriate and reasonable given their individual situation, and the parameters for each modification will be explained.
 - The student will be allowed to accept or decline each reasonable modification.



Approving Reasonable Modifications (Continued)

- Once reasonable modifications are approved, the appropriate Title IX Office staff member will send the completed *Title IX Office Approved Modifications Form for Students Who Are Pregnant and/or Experiencing a Pregnancy-Related Condition(s)* through Collin College email to the:
 1. Student,
 2. Student's professor(s), and
 3. Appropriate program director(s) and/or associate academic/workforce dean(s).



Implementing Reasonable Modifications

- It is the faculty member's responsibility to ensure that the modifications determined to be reasonable and approved by the Title IX Office are provided to the student in a timely, responsive, and individualized manner.
- We encourage students to speak with their professors about their modifications.
- We also encourage each faculty member to reach out to the student to discuss implementation of the modifications.



Excused Absences

Students Who Are Pregnant and/or Experiencing a Pregnancy-Related Condition(s):

- Any absences related to pregnancy and/or a pregnancy-related condition(s) **must** be considered medically necessary and excused.
- Collin College will excuse these absences including, but not limited to, childbirth, **without a doctor's certification** that such absence is necessary for **three (3) class days**.
 - The student will not be required to provide a doctor's certification or documentation to obtain these excused absences.
 - Therefore, professors **may not** ask for documentation related to these types of excused absences.
- Students who need to take an excused absence for **longer** than three (3) class days **will be required to provide an appropriate healthcare provider's certification** to obtain these excused absences.
 - The student must have their healthcare provider complete the **Title IX Office Pregnancy and/or Pregnancy-Related Condition(s) Excused Absence Healthcare Provider's Certification Form**.
 - This form must be on file with the Title IX Office **prior** to the student taking the excused absence, except in the case of an emergency.
 - The Title IX Office will notify the student's professors once the completed form is received.



Excused Absences (Continued)

Absences Not Related to a Student's Pregnancy and/or Pregnancy-Related Condition(s):

- Absences that are not related to a student's pregnancy and/or pregnancy-related condition(s) are not covered by the excused absences modification.
- These absences should be addressed according to the attendance/absence policy stated in the professor's syllabus.
- Students who are pregnant and/or experiencing a pregnancy-related condition(s) are responsible for following the professor's syllabus policies, including, but not limited to, those regarding absences due to issues that are not related to the student's pregnancy and/or pregnancy-related condition(s).



Excused Absences (Continued)

Intermittent Absences for Parenting Students:

- Intermittent absences due to a student's parenting status are not covered under federal and state laws.
- These absences will need to be addressed by each professor in accordance with the absence/attendance policy stated in their course syllabus.



Scenario 1: Mackenzie

Mackenzie is pregnant and due at the end of the semester.

Mackenzie has missed classes and assignments periodically due to ongoing medical issues from the pregnancy.

Mackenzie's professors have all provided Mackenzie with multiple opportunities to make up assignments and exams.

In one of their classes, Mackenzie has only completed about 25% of the coursework, even with the opportunities offered by the professor to allow Mackenzie to make up the coursework missed.

There is only one week left of classes and Mackenzie is due for delivery at the end of the week.

Mackenzie says they are unable to make up the remaining coursework by the end of the semester and asks for an incomplete for the course so they can make up the remaining coursework next semester.

The professor typically only considers giving incompletes when the student has completed 80% of the coursework and is unsure what to do.



Scenario 1: Best Practices

1. The professor should consult with their program director or associate academic/workforce dean regarding the possibility of allowing an exception to the requirement for an incomplete.
2. If they have not already done so, the professor should:
 - Provide Mackenzie with contact information for Collin College's liaison officer for pregnant and parenting students,
 - Encourage Mackenzie to contact the liaison officer for pregnant and parenting students,
 - Inform Mackenzie that the liaison officer for pregnant and parenting students can coordinate specific actions to prevent sex discrimination and ensure equal access to the institution's education program or activity,
 - Encourage them to submit the *Pregnancy and Pregnancy-Related Condition(s) Modifications Application Form*, and
 - Notify Collin College's liaison officer for pregnant and parenting students by submitting the *Pregnant and Parenting Students Information Form*.



Scenario 2: Jason

Jason is a pregnant student who has received an approved modification for excused absences.

Jason and his professor have been working together to establish appropriate parameters and complete the *Title IX Office Excused Absences Modification Agreement Form*.

However, Jason and his professor disagree on the terms specifically related to the maximum number of absences allowed for the course and the deadlines to submit missed assignments and exams.



Scenario 2: Best Practices

1. In accordance with state law, Jason must be afforded three (3) excused absences.
2. If Jason and the professor are unable to reach an agreement on the maximum number of excused absences, the professor should consult with their program director, associate academic/workforce dean, academic/workforce dean, and/or the liaison officer for pregnant and parenting students for assistance.
3. If necessary, the liaison officer for pregnant and parenting students or designee will work with the program director, academic/workforce dean, and/or other appropriate parties to ensure that the total number of absences does not result in a fundamental alteration to an essential program requirement or conflict with federal law or accreditation standards.



Scenario 3: James

James is a parenting student who has missed several classes, an in-class group project, and a major exam due to having to take his eight (8)-year-old daughter to routine doctor's appointments.

James meets with the professor to discuss his absences and requests that the professor allow him to make up the missed coursework.

The professor's syllabus policy states they do not allow make-up work except in the case of a medical emergency, and they do require documentation to verify the medical emergency.



Scenario 3: Best Practices

1. Since James is not pregnant or experiencing a pregnancy-related condition(s), his intermittent absences will not be covered under state and federal laws, and he will not be eligible to receive reasonable modifications.
2. All students are responsible for following the professor's syllabus policies, including, but not limited to, those regarding absences and make-up coursework.
3. The professor should address the absences and missed coursework in accordance with their syllabus policy while also considering whether they have made any exceptions to the policy for other students.
4. The professor should also notify Collin College's Liaison Officer for Pregnant and Parenting Students by submitting the *Pregnant and Parenting Students Information Form*.



Questions?



Contact Information

Liaison Officer for Pregnant and Parenting Students

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