



Under Title IX, Pregnant and Parenting students have the right to stay in school so that they can meet their education and career goals. This FAQ is designed to provide you (faculty and staff) with important guidelines when working with Pregnant and Parenting students and to ensure that FVTC complies with Federal regulations.

How does Title IX apply to pregnant or parenting students?

Title IX prohibits discrimination based on sex. This includes pregnancy, parenting, and all related conditions, such as abortion or miscarriage. Students who are pregnant or parenting must have access to all the same school programs and educational opportunities that any other student would have. It is not acceptable to tell a student that they must drop out of or change classes or programs due to a pregnancy or related condition.

How does FVTC remain compliant with Title IX as it relates to pregnant or parenting students?

As a rule, colleges and universities must follow the same procedures that it uses to address other temporary disabilities. The one exception to this is absences. Under Title IX, FVTC is required to excuse any absences due to pregnancy and related conditions if the student's doctor deems it necessary.

I understand that pregnancy related absences must be excused, but many courses have attendance related grading structures. How does Title IX apply to those courses?

A student cannot be penalized for pregnancy or related conditions. If a student misses class due to pregnancy or a related condition, they MUST be given the opportunity to earn back the credit from classes missed. Ultimately, not allowing a student to make up missed work, or be reinstated to the status held before taking leave, is considered sex-based discrimination under Title IX.

What about specific departmental or course-based attendance requirements? Do those courses need to comply with Title IX?

Yes! An individual instructor's or departmental policy is not okay if it breaks the law.

My program requires an off-campus clinical. How do I work with pregnant or parenting students to help them meet those requirements?

FVTC cannot deny a student's participation in an internship, clinical or other off-campus site based on pregnancy. In addition, FVTC cannot require a doctor's note for continued participation unless the note is required for all students who have a medical condition that requires treatment by a doctor.

I have a student who is not planning to take time off after having her baby. Should I encourage her to take additional time off?

Title IX requires that we leave the decision of when a student can return to class to the student and her doctor. Legally, the college must excuse as much time as the student's doctor says is medically necessary. However, we cannot prohibit a student from returning to class if they choose to. Again, we cannot require a medical note to return to class unless it is required of all students seeking medical care.

Do I need to offer additional services, like tutoring support, to students who are pregnant?

Title IX requires that schools provide pregnant students with any special services they provide to students with temporary disabilities. Check with Educational Support Services to find out what types of services might be of benefit to the student.

A student disclosed that she is pregnant and will likely miss the last 3 weeks of the fall semester. Should I encourage her to take the semester off?

While you may feel like you are being helpful to this student, telling this student to take a semester off is a form of discrimination. It is illegal to advise a student to take a different course of action due to pregnancy or a related condition.

What should I do if a student tells me that she is pregnant?

A student in need of accommodation due to pregnancy or parental status must self-disclose this need to Fox Valley Technical College. This disclosure may be made to any college employee. College employees are required to refer students who are pregnant or parenting to Educational Support Services who will assist in assessing the needs of the students. Pregnant and parenting students are not required to make use of the services of Educational Support Services, but it is highly encouraged.

If you have further questions, please contact one of the Title IX Coordinators:

Therese Izzo Nemec
Director, Center for Instructional Excellence
Appleton Campus, Room G118D
920-735-4765
Therese.IzzoNemec2991@fvtc.edu

Shannon Gerke Corrigan
Registrar
Appleton Campus, Room E111C
920-735-4796
Shannon.GerkeCorrigan8969@fvtc.edu