



## **Procedure: Pregnant and Parenting Students**

In compliance with Title IX of the Education Amendments of 1972, a federal law that prohibits sex based discrimination in educational programs and activities, Fox Valley Technical College supports students who are pregnant and/or parenting during their education. The following procedure is written to provide guidance for students and staff on pregnant and parenting students.

Title IX categorizes pregnancy as a temporary disability and all college procedures that apply to a temporary disability apply in the case of pregnancy. The one exception is excused absences: Title IX requires that schools excuse absences due to pregnancy and related conditions, regardless of the school's absence policy.

### **Statement of Pregnant and Parenting Student Rights**

- Student have the right to continue to participate in classes and extracurricular activities even though you are pregnant and are NOT required to submit a doctor's note unless a doctor's note is required of all students with a physical or emotional condition requiring treatment from a doctor for that particular class or activity.
- Students have the right to reasonable adjustments, such as a different desk or allowing the student to make frequent trips to the bathroom during pregnancy.
- FVTC must grant students excused absences due to pregnancy and childbirth for as long as the student's doctor says it is necessary.
- Students have the right to return to the same academic and extracurricular status as before the medical leave began, which should include giving the student the opportunity to make up any work missed while out.
- FVTC is required to provide pregnant students with the same special services it provides to students with temporary medical conditions.
- FVTC is required to protect all students from harassment based on sex, including harassment because of pregnancy or a related condition.

### **Procedure for Addressing Needs of Pregnant and Parenting Students**

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.

All pregnant and parenting students will be referred to the Educational Support Services office for assistance in making an accommodation plan. At that time, the Educational Support Services Instructor will work with the student to obtain necessary documentation required for addressing the needs of the student. A licensed medical professional must provide this documentation. This may include a list of current pregnancy complications, statement of a high-risk pregnancy and/or documentation of an

expected return to class date following medical leave. These documents will remain in a protected status with the Educational Support Services Office.

The creation of an accommodation plan is an interactive process between the student, ESS staff and the course instructors. In addition, accommodation plans must be reasonable and consistent with documentation received (i.e. allowing for a specified number of weeks of medical leave following a cesarean delivery).

Instructors are expected to work with the ESS Instructors to develop a learning plan that meets competencies of the course while accommodating for the pregnancy or parenting related needs. Faculty and staff are prohibited from discriminating against or making any unreasonable requests of a pregnant or parenting student. For further questions, please see the "Pregnant and Parenting Students FAQ".

For a full list of procedures and the policy related to sex based discrimination, visit [www.fvtc.edu/sexualmisconduct](http://www.fvtc.edu/sexualmisconduct). Students or staff who have questions about this procedure can contact one of FVTC's Title IX Coordinators:

**Therese Nemec**

Director, Center for Instructional Excellence

Appleton Campus – G118D

[nemec@fvtc.edu](mailto:nemec@fvtc.edu)

920-735-4765

**Shannon Gerke Corrigan**

Manager, Co-Curricular and Student Engagement

Appleton Campus – E121O

[gerkecor@fvtc.edu](mailto:gerkecor@fvtc.edu)

920-735-4796