

# Faculty and Staff Guidelines for Supporting Pregnancy/Parenting Students

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1. Student discloses they are pregnant. Simply being pregnant is not Title IX. If a student misses class or assignments for pregnancy or related condition, submit a referral to [titleix@mclennan.edu](mailto:titleix@mclennan.edu) (TitleIX MBX).
2. Please do not request medical documentation. The Accommodations and Title IX office will request and maintain all medical documentation.
3. No two situations are alike and must be addressed on a case by case basis. Circumstances can change during the course of the pregnancy/pregnancy related condition/post-partum.
4. Collaboratively work with the student and the Accommodations & Title IX office on an educational accommodation plan,  

Note: This process can vary greatly depending on where the student is in their pregnancy or post-partum, type of documentation, type of courses they are enrolled in. This may take days or weeks and may change if complications arise.
5. Before dropping a pregnant/parenting student, please email [titleix@mclennan.edu](mailto:titleix@mclennan.edu)

# Pregnancy/Parenting Legal Protections

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- Excused absences due to classes, assignments, exams, etc. missed for medically necessary reasons related to the pregnancy
- Excused absences due to classes, assignments, exams, etc. missed for medically necessary reasons related to post-partum issues including well baby check up following delivery. Parenting does not typically extend beyond the first few months after delivery...there may be case by case circumstances that would be exceptions
- Students may request a withdrawal for any/all classes
- Students may request an incomplete for any/all classes
- Students may have certain academic/educational accommodations or accommodations approved for temporary disabilities related to the pregnancy
- Students may be excused/take breaks for lactation
- Legal protections are also extended to students experiencing false pregnancy, miscarriage, or abortion as well as adoption or foster care placement.

# Title IX: Pregnancy/Parenting

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(5) In the case of a recipient which does not maintain a leave policy for its students, or in the case of a student who does not otherwise qualify for leave under such a policy, a recipient shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom as a justification for a leave of absence for so long a period of time as is deemed medically necessary by the student's physician, at the conclusion of which the student shall be reinstated to the status which she held when the leave began.

34 CFR 106.40(b)(5)

# Pregnant/Parenting Explained

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## **S.B. 412:**

“Parenting student” means a student who is the parent or legal guardian of a child under 18 years of age.

## **Title IX of the Education Amendments of 1972, [34 CFR106.40 \(b\)\(2\)](#):**

“A recipient shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity of the recipient.”

# Environmental Health & Safety

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Classroom environments such as labs and clinicals can result in exposure to chemicals, exposure to radiation, etc. and can present health risks to anyone who has a(n):

- Autoimmune disorder,
- Respiratory disorder, or
- May result in reproductive risks

**Do:** Provide information to all students about potential risks

**Do Not:** Single out pregnant students with this information.

Please address all concerns with Title IX and/or Accommodations