



Frequently Asked Questions:
WORKING WITH STUDENTS WHO ARE PREGNANT OR PARENTING

Pregnant and parenting students are welcome at Wilkes Community College.

Title IX regulations specifically prohibit discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Absences due to medical conditions related to pregnancy and maternity leave will be excused for as long as deemed medically necessary by a student's doctor and students will be given the opportunity to make up missed work.

Below are some frequently asked questions and answers related to Wilkes Community College students who may be pregnant or parenting.

QUESTION	ANSWER
What are the requirements under Title IX related to pregnant and parenting students?	Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery from any of these conditions. Under Title IX it is illegal for a college to exclude a pregnant student from participating in any part of an educational program.
Why is the issue of equitable treatment of pregnant and parenting students an issue that is regulated by the Department of Education and the Office of Civil Rights (OCR)?	The Department of Education found an alarming number of high school and college students were not completing their education as a result of pregnancy or pregnancy related issues. The Department of Education wants to make certain that all pregnant and parenting students are not faced with discrimination as they strive to stay in school.
What types of assistance must WCC provide to a pregnant student?	To ensure a pregnant student's access to its educational program, when necessary, WCC must make adjustments to the regular program that are reasonable and responsive to the student's temporary pregnancy status. For example, WCC might be required to provide a larger desk, allow frequent trips to the bathroom, or permit temporary access to elevators.
Are pregnant students required to receive the same services/accommodations that are provided to students with other temporary medical conditions?	Any special services provided to students who have temporary medical conditions must also be provided to a pregnant student. Schools cannot require a pregnant student to produce a doctor's note in order to stay in school or participate in activities unless the same requirement to obtain a doctor's note applies to all students being treated by a doctor.
Must WCC excuse a student's absences due to pregnancy or childbirth?	Yes. Title IX requires a school to excuse a student's absences due to pregnancy or related conditions, including recovery from childbirth, for as long as the student's doctor deems the absences to be medically necessary. When the student returns

	<p>to school, she must be reinstated to the status she held when the leave began, which should include giving her the opportunity to make up any work missed. WCC may offer the student alternatives to making up missed work, such as retaking a semester or allowing the student additional time in a program to continue at the same pace and finish at a later date, especially after longer periods of leave. The student should be allowed to choose how to make up the work.</p>
<p>A registered student is pregnant and not attending. She has missed 3 weeks now. The instructor emailed her last week and told her to contact Disability Services. So far, there is no response from the student. He is going to email her again. She has already missed more times than his syllabus policy allows. At what point can he drop her for not attending?</p>	<p>Due to lack of information as to the reason for the absences, the instructor should follow his regular syllabus procedures. It is the student's obligation to voluntarily disclose and affirmatively seek the necessary accommodations, not the college's responsibility to assess and identify.</p>
<p>What do I do when a student informs me that she is pregnant?</p>	<p>Per Title IX, in cases of "pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom," students should be treated in the same manner as any other temporary disability. Students should be referred to the Director of Disability Services or a Title IX Deputy Coordinator for additional information. A Pregnancy and Childbirth Accommodation Form is available on the college's Title IX webpage.</p>
<p>Is Title IX protection retroactive?</p>	<p>No, students must apply for pregnancy and childbirth accommodations in a timely manner. WCC cannot go back in time to make accommodations.</p>