

## Pregnant and Parenting Student Information

This document includes information taken from the U.S. Department of Education, Office of Civil Rights, *Supporting the Academic Success of Pregnant and Parenting Students: Under Title IX of the Education Amendments of 1972* (June 2013), located on the following web page:

<http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

Pregnant and parenting students are entitled to all programs and activities sponsored by the University. Every department and unit within the University must not discriminate against a student based on the following:

- pregnancy,
- child birth,
- false pregnancy,
- termination of pregnancy, and
- recovery from any of these conditions.

### ***Title IX***

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

### **Student Absence**

A student's absence because of pregnancy or childbirth must be excused as long as the student's doctor deems the absences medically necessary. When a student returns, they must be allowed to return to the same academic and co-curricular status as prior to their leave.

If absences are due to pregnancy, faculty must allow a student to submit work after the deadline and earn class attendance and participation points. The faculty member will work with the student to determine how to make up missed work and points.

A school may offer the student alternatives to making up missed work, which the student should be allowed to choose. Possible alternatives include the following: retaking a semester, taking part in an online course credit recovery program, or continuing at the same pace and finish at a later date by allowing the student additional time in a program.

### **Special Services**

Pregnant students will be provided with special services that are provided to those who have a temporary medical condition. At Minnesota State University Moorhead, Accessibility Resources will determine and **coordinate** appropriate services. Medical certification will be requested through Accessibility Resources.

Students who are pregnant may be allowed additional services based upon functional limitations imposed by the pregnancy. **Examples** may include requiring a larger desk, being allowed frequent trips to the bathroom, and being permitted temporary access to elevators.

As a reminder, there are designated spaces on campus for students who may be breastfeeding. A lactation room is provided in a private space in the CMU. Access to the space is granted from the CMU main office. Students may also go to the Women's Center, Bridges 154.

Any harassing behavior towards the student due to their pregnancy (such as sexual comments, jokes, and humiliating or physically threatening or harmful behavior) must be promptly addressed and referred to the **Title IX Coordinator** on campus: **Kara Gravley-Stack**, [kara.gravleystack@mnstate.edu](mailto:kara.gravleystack@mnstate.edu), 218.477.4222, **Flora Frick 153**.

All allegations of discrimination against or towards a pregnant or parenting student at MSUM will be investigated under the Minnesota State Colleges and Universities Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education and System Procedure 1B.1.1 Report/Complaint of Discrimination/Harassment Investigation and Resolution.