



FAQs for Instructors Related to Title IX Pregnancy Procedures

Q. If a student discloses that they are pregnant, about to deliver a baby, etc. what should I do?

- Encourage the student to complete the Pregnancy/Childbirth Notification and Support Form as soon as possible, found at this link <https://www.montgomery.edu/pregnancy-childbirth-notification-and-support/>.

*** Please do not send watermark referrals, or emails to the Title IX Coordinator requesting the office reach out to the student. Student must initiate the notification.**

Q. What do I do if a student does not notify the Title IX office?

- If a student has not notified the Title IX Office, instructors should follow standard course and program policies. Faculty may provide information about available resources, including Title IX and Disability Services, but it is the student's decision whether to request support. Formal pregnancy-related supportive measures cannot be implemented until the student notifies the Title IX Office

Q. What happens after a student notifies the Title IX Coordinator?

- The Title IX Coordinator will meet with the student to discuss their needs and determine appropriate supportive measures. Once approved, the Title IX Coordinator will notify the student's instructors of any required supports and provide guidance on implementation. Instructors are responsible for implementing the approved supports and should contact the Title IX Coordinator with any questions.

Q. Am I required to provide these supports to students who have notified the Title IX Office?

- Yes. Once a student has notified the Title IX office and requested supports related to pregnancy, the instructor is required to provide appropriate supports as determined and communicated by the Title IX office.

Q. Can I request medical documentation for pregnancy-related absences?

- No. Instructors should not request medical documentation. Any documentation, if needed, is handled by the Title IX Office.

Q. Are there limits to the supports I must provide?

- Supports must be reasonable and in line with institution policies. They should allow the student to continue their education without altering essential learning outcomes or program requirements.

Q. What happens if a student cannot complete required clinical or hands-on hours due to pregnancy?

- If a student is unable to complete required hours due to pregnancy or recovery, the student may receive an incomplete (I) and be allowed to finish the course requirements during the next session. Title IX ensures they are not unfairly penalized for pregnancy-related absences when supports are requested.

Q. Can I share information about a student's pregnancy with others?

- No. Student pregnancy is confidential. Only staff who need to know to implement supports should have access, in accordance with Title IX and FERPA Policies.

Q. What if a student needs temporary medical leave due to pregnancy complications?

- Supports may include temporary leave, excused absences, or an incomplete. Students should not be penalized for medically necessary absences and should be allowed to return to their previous academic status.

Q. Can I require make-up work for missed classes or clinicals?

- Yes, students may be required to complete missed work, but expectations must align with approved supports and provide a reasonable opportunity to complete course requirements.

Q. How should I respond to a student who appears to be pregnant but has not disclosed it?

- Do not speculate (make assumptions). Only offer support and resource information if the student voluntarily discloses. **Do not alter course requirements without formal notification.**

Q. Can supports affect grades or program progression?

- Supports allow students to meet course objectives without penalty, but not change academic standards. Essential competencies must still be demonstrated.

Q. How do I balance fairness to other students while providing supports?

- Supports are designed to ensure equal educational access and are not considered special treatment.

Q. Can instructors deny supports if they think they are inconvenient?

- No. Supports for pregnancy are legally required under Title IX and must be provided if approved by the Title IX office. Instructors cannot deny or delay them due to personal preference or scheduling challenges



Q. How should I log a student's absences into Self Service if a student is absent due to pregnancy-related appointment or condition?

- Follow the attendance and reporting procedures established by the Registrar. If a student has approved pregnancy-related supports through the Title IX Office, instructors should provide any approved make-up opportunities and maintain appropriate documentation consistent with College procedures.

Frequently Asked Questions for Students Related to Title IX Pregnancy

Q. What protections does Title IX provide for pregnant and parenting students?

- Title IX 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.

Q. What types of assistance does MCC provide to a pregnant student?

- MCC may provide support to help pregnant and postpartum students continue participating in their educational programs. Depending on individual needs, support may include excused absences for medical appointments or recovery, reasonable flexibility with coursework, additional breaks, lactation support, or other adjustments necessary to maintain equal access to educational opportunities.

Q. Must MCC 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 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. MCC 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. Upon return, the student must be reinstated to the same academic status held prior to leave and provided a reasonable opportunity to make up missed work or complete course requirements. Students may be offered reasonable alternatives, such as additional time or continuation in a later term, when appropriate.

Q. Is Title IX protection retroactive?

- Supports are not retroactive, so please contact the Title IX Coordinator as soon as possible.



Q. What is the difference between pregnancy supports under Title IX and accommodations through Disability Services?

- Pregnancy and childbirth are protected under Title IX and are not considered disabilities. However, pregnancy-related complications or other medical conditions that substantially limit a major life activity may qualify for accommodations through Disability Services. Students with pregnancy-related complications should contact the Disability Services Office to learn more about available accommodations.