



## Pregnant and Parenting Students Guide

Montgomery Community College supports students who are pregnant, recovering from childbirth, or experiencing related medical conditions. Under Title IX, students have the right to continue participating in educational programs and activities without discrimination due to pregnancy or related conditions. Students who need support should contact the Title IX Coordinator as soon as possible.

Title IX Coordinator: Hollie Ritter, [ritterh0865@montgomery.edu](mailto:ritterh0865@montgomery.edu)

To protect student privacy and confidentiality, the Title IX Coordinator does not initiate contact regarding pregnancy or childbirth status unless notification has been received. Supportive measures cannot be implemented until the Title IX Office has been notified.

### During Pregnancy

- ☐ Notify the Title IX Coordinator if you are pregnant. Students who wish to receive protections and supportive measures under Title IX related to pregnancy, childbirth, and recovery must notify the Title IX Coordinator to provide notification as soon as possible.

Supports may include, but are not limited to:

- Health and Safety: Adjustments to protect health and safety, such as maintaining appropriate distance from hazardous substances.
- Physical Environment: Modifications to the learning environment, including accessible seating or permission to sit rather than stand.
- Scheduling Flexibility: Extensions for assignments, make-up assignments, or exams missed due to pregnancy or postpartum-related absences.
- Medical Absences: Excusing medically necessary absences
- Breaks: Allowing more frequent or extended breaks, including for lactation needs.
- Course Completion Options: Consideration of an incomplete in a course, when appropriate.

Scan this QR code to complete the Pregnancy/Childbirth Notification and Support Request Form





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- Schedule a time to meet with the Title IX Coordinator. This meeting ensures you understand your Title IX protections, expectations for faculty, and notification procedures. To schedule an appointment, please scan this QR Code



- Supportive measures will be coordinated through the Title IX Office and communicated to instructors as appropriate. Instructors are responsible for implementing approved supports in a manner that maintains essential course requirements and learning outcomes.

**Special Note:** If the college requires students with other medical conditions to submit a doctor's note, it may require the same from a pregnant student. This includes illnesses and/or complications that may arise after the submission of initial documentation, which requires you to miss class and/or impacts the submission of assignments.

### Birth and Postpartum

- Notify the Title IX Coordinator after delivery. Students seeking supportive measures following childbirth should notify the Title IX Coordinator after delivery (as soon as possible following delivery). This allows the Title IX office to coordinate with instructors and plan for your return. Delivery notification may be submitted by emailing [ritterh0865@montgomery.edu](mailto:ritterh0865@montgomery.edu)
- Submit post-delivery documentation, if requested. Post-delivery documentation from a medical provider may be requested to assist in determining a reasonable return timeframe. Documentation may include information related to delivery and any medical complications that affect attendance, coursework, or recovery. This information is used solely to support the provision of reasonable and appropriate academic adjustments.

**Special Note:** If the college requires documentation for other medical conditions similar documentation may be requested for pregnant or childbirth related conditions. This includes illnesses and/or complications that may arise after the submission of initial documentation, which affects attendance or assignment completion.

- Returning to Campus After Delivery: Using available post-delivery documentation, the Title IX Coordinator will identify a reasonable return date. Upon return, the student will resume the same academic status held at the time the leave began. The Title IX office will work with instructors to develop a plan for completion of remaining coursework, which may include receiving an incomplete (I) when appropriate, to ensure reasonable time is provided to complete the necessary course requirements.



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- ☐ **Lactation Space:** A lactation room is available for nursing or expressing milk and is located in the library in a secure and private space. Additional locations may be arranged upon request.

### **Disclaimer for Clinical Programs:**

Students enrolled in clinical programs are required to complete the minimum number of clinical hours established by state regulatory and accrediting guidelines in order to meet program requirements and progress toward completion.

Submission of this Pregnancy/Childbirth Notification and Support Request Form **does not** waive or reduce the required number of clinical hours. All required clinical and course hours must be completed to receive course credit.

If a student is unable to complete the required clinical hours due to pregnancy, childbirth, or related medical recovery, the student will receive a grade of Incomplete (I) for the course. The student will be permitted to complete the remaining required clinical hours during the next available offering of the course, subject to program scheduling and clinical site availability.

For example: If a course requires 90 clinical hours and a student completes 30 hours prior to childbirth, the student will be permitted to return when the course is next offered to complete the remaining 60 hours.

Students are responsible for maintaining ongoing communication with their Program Director and Clinical Coordinator regarding anticipated leave, return timelines, and the ability to safely resume clinical participation. Additional medical documentation may be required prior to returning to the clinical setting

Note:

\* Courses must be completed in their entirety.

\*This may result in waiting until the class is offered at the next opportunity.



## **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.