



Title IX regulations, published by the U.S. Department of Education, and the subsequent Office for Civil Rights (OCR) guidance, provided in June 2013, afford protection to students not only on the basis of sex, sexual-orientation, and gender-identity, but also on the basis of parental status or pregnancy. It is the goal of the Maricopa Community Colleges to ensure that all students are adequately supported so that they can succeed in and complete their programs of study.

The following are some frequently asked questions and answers related to Maricopa Community College students who may be pregnant or parenting.

QUESTION	ANSWER
<p>WHAT ARE THE REQUIREMENTS UNDER TITLE IX RELATED TO PREGNANT AND PARENTING STUDENTS?</p>	<p>Title IX specifically prohibits discrimination against a student based on pregnancy, child-birth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. It is prohibited for a college to apply any rule related to a student's parental, family or marital status that treats students differently based on their sex. Under Title IX, it is illegal for a college to exclude a pregnant student from participating in any part of an educational program.</p>
<p>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)?</p>	<p>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 the strive to stay in school.</p>
<p>WHAT POLICIES AND PRACTICES ARE BEING IMPLEMENTED AT THE MARICOPA COMMUNITY COLLEGES TO ENSURE THAT PREGNANT AND PARENTING STUDENTS ARE NOT TREATED IN A DISCRIMINATORY FASHION?</p>	<p>The Maricopa Community College Compliance Office and Title IX Compliance work-team will be implementing several assurance tasks in Fall 2016 to ensure that pregnant and parenting students are treated fairly and equitably. Assurance tasks include:</p> <ul style="list-style-type: none"> • Updates to the attendance policy • Development of a process to assist pregnant and parenting students requiring temporary accommodations • Development and implementation of an FAQ to provide information to faculty and staff
<p>WHAT DO I DO WHEN A STUDENT INFORMS ME THAT THEY ARE PREGNANT, UNDERGOING FERTILITY TREATMENT, OR ABOUT TO BE/ARE A PARENT?</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 their campus Disability Resource Services (DRS) department to file the appropriate medical documentation and to complete an accommodations request form if accommodations are needed.</p>

<p>WHAT ARE EXPECTATIONS SURROUNDING ACCOMMODATIONS FOR STUDENTS WHO ARE PREGNANT, UNDERGOING FERTILITY TREATMENT, OR ARE ABOUT TO BE/ARE A PARENT?</p>	<p>Students who are pregnant or have related conditions or circumstances cannot be excluded from any education program or activity. However, if a student is unable to complete a course due to pregnancy or related conditions and must take a leave of absence, the student is entitled to pick up the class and continue from the point at which they previously stopped. The college may offer the student the option of retaking the semester or taking part of the course online; however, the student should be allowed to choose which option is best for them to make up the work.</p>
<p>A STUDENT IN MY CLASS HAS TO MISS A CLASS OR CLASSES DUE TO ISSUES RELATED TO PREGNANCY OR PARENTING. CAN I COUNT THIS AS AN ABSENCE?</p>	<p>The number one priority of our faculty and staff should be to provide our students with the support they need to be successful in the classroom and work toward program completion. As a result, students who must miss class for a pregnancy-related appointment or sickness should be excused from the class for that day and allowed to make up any in-class work that they missed. Protections are also afforded to parenting students when medically necessary as it relates to the health of the parent who gave birth and/or baby during the pregnancy and postpartum period reasonably thereafter. Documentation of any such medical situations for the parent and/or child are necessary in these situations.</p>
<p>DO THESE REQUIREMENTS APPLY TO MALE STUDENTS?</p>	<p>The Office of Civil rights recommends that colleges be mindful of male students who are parenting and consider allowing excused absences to take their children to doctors' appointments or to take care of their sick children.</p>
<p>RESOURCES</p>	<p>Supporting the Academic Success of Pregnant and Parenting Students</p>