

DES MOINES AREA COMMUNITY COLLEGE
EDUCATIONAL SERVICES PROCEDURES

Section: STUDENT RIGHTS, APPEALS AND FERPA
Subject: Title IX Non-Gender Discrimination/Pregnancy and Lactation
Effective Date: September 1, 2018
Number: ES 4612

I. Institutional Regulations

The College shall ensure that students experiencing pregnancy or lactation are not subjected to gender discrimination.

II. Procedure

The procedures contained herein are not exclusive of other education related standards that the College, in its discretion, may make as permitted or required by local, state, or federal law and in conformance with Title IX in relation to pregnant and parenting students.

1. To the extent that the College provides any special services based on a temporary disability, it will provide similar services for students who are pregnant, lactating, or recovering from childbirth.
2. DMACC will provide accommodations to pregnant students as per the ADA should the pregnancy become a disabling condition and per Title IX of the Education Amendments Act of 1972. DMACC will provide the following pregnancy related supports as per guidance by Title IX.
 - a. Students requesting pregnancy related supports are responsible for contacting the Disability Services Coordinator in a timely manner. A case by case discussion will determine if some supports will necessarily be offered retroactively.
 - b. Pregnancy related absences are to be excused and the student is to be allowed to make up pregnancy related missed work or tests. A student is to be allowed to submit work after a deadline because of absences due to pregnancy or childbirth.
 - c. If grading is based in part on class attendance or participation, the student is to be allowed to make up the points missed due to pregnancy related absences.
 - d. When a student returns to school after an absence, the student should be allowed to return to the same academic and extracurricular status as before the absence(s) began.
 - e. Any special services provided to students who have temporary medical conditions are to be provided to a pregnant student.
 - f. To ensure a pregnant student's access to educational programs, when necessary, the college is to make program adjustments that are reasonable and responsive to the student's temporary pregnancy status (provision of appropriate seating or breaks during class). Students are to contact the Disability Services office for any classroom needs.
 - g. The College may offer (but not require) the student alternatives to making up missed work, such as retaking a semester, taking a comparable online class, 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 (see ES 4563 Incomplete Grades Extension of Time). The student should be allowed to choose from the options.

- h. The College maintains the right to request medical documentation, when required by other students with medical conditions under similar circumstances.
- i. The Disabilities Services Coordinator is responsible for requesting documentation from pregnant students.
- j. A lactation room is available on each campus. Check with the campus of attendance for other locations.



10-2-18

APPROVED:

Vice President, Enrollment Services & Student Success

Date: _____



10-15-18

Executive Vice President, Academic Affairs

Date: _____



11-27-18

Executive Vice President, College Operations

Date: _____