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To request an accommodation or to report a claim of
discrimination or harassment please contact:

Dr. Benita Rashaw, Title IX Coordinator for Students
Frederick Community College
Student Center, Office H100A
7932 Opossumtown Pike
Frederick, MD 21702
brashaw@frederick.edu
Office: (301) 846-2469

Title IX Pregnant and Parenting Accommodations Policy and Procedures

I. Philosophy and Scope

Frederick Community College (“FCC” or the “College”) is committed to providing a supportive learning environment for pregnant and parenting students.

FCC seeks to treat all students equitably, regardless of their actual or potential parental or familial status. It is the policy of the College to provide appropriate, reasonable accommodations to educational programs and activities to support pregnant and parenting students.

This policy establishes a process for pregnant and parenting students to request and obtain reasonable accommodations to educational programs and activities, allowing them to continue their education at FCC.

Title IX of the Education Amendments of 1972 states: *“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.”*

Title IX protects pregnant and parenting students. Title IX makes it illegal to discriminate because of sex, which includes discrimination on the basis of pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery. This also includes all birth parents and non-birth parents.

This policy applies to those seeking admission, currently admitted and those students enrolled at Frederick Community College.

II. Definitions for the Purpose of this Policy and Procedures

- A. **“Medically Necessary Leave of Absence”** refers to an absence from the classroom or extracurricular activities because of a qualifying condition and considered necessary and documented by an appropriate health care professional.
- B. **“Medical necessity”** refers to a determination made by a health care provider of a student’s choosing.
- C. **“Pregnancy discrimination”** refers to (but is not limited to) treating a student affected by pregnancy or a pregnancy related condition less favorably than similar individuals not so affected, and includes a failure to provide legally mandated leave or accommodations.
- D. **“Pregnant or Parenting Student”** refers to those applying for admission, admitted, or enrolled in classes who have a Qualifying Condition. This applies to those who are pregnant and/or parenting children. This policy provides benefits to all parents in addition to birth-parents.
- E. **“Pregnancy and pregnancy-related conditions”** refers to (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, miscarriage, conditions arising in connection with pregnancy, stillbirth, infant death, perinatal loss, and recovery from any of these conditions, in accordance with federal law.

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- F. **“Pregnant student/Birth-parent”** refers to the student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons regardless of gender identity or expression.
- G. **“Parenting Student”** refers to a student who is a parent that is an actual, potential, foster, guardian, adoptive, non-birth parent, and/or caretaker of a child.
- H. **“Qualifying Condition”** and **“Conditions”** refer to pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery. This also includes all parents and non-birth parents.
- I. **“Title IX Coordinator for Students”** refers to the individual designated by the President to address student concerns regarding pregnancy or related conditions. Title IX prohibits harassment of students based on sex, including harassment because of pregnancy or related conditions. Harassing conduct can take many forms, including verbal acts and name-calling, graphic and written statements, and other conduct that may be humiliating or physically threatening or harmful. Title IX makes it illegal to discriminate because of sex, which includes discrimination on the basis of pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery. Title IX also ensures the right to take medically necessary leave and to be free of harassment, intimidation, or other discrimination because of pregnancy-related conditions. Further, any rules concerning parental, family, or marital status may not apply differently based on sex.

The Title IX Coordinator for Students who has been designated by the President is:

Dr. Benita Rashaw, Title IX Coordinator for Students
Frederick Community College
Student Center, Office H100A
7932 Opossumtown Pike
Frederick, MD 21702
brashaw@frederick.edu
Office: (301) 846-2469

If necessary, the President will designate an alternate individual who is qualified to serve as Title IX Coordinator for Students.

III. Responsible Senior Leader and Responsible Office

Vice President for Student Affairs
Student Affairs

IV. Entities Affected by this Policy and Procedures

The College community

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V. Procedures

A. Requests for Accommodation for Pregnant and Parenting Students (*Applies to credit and CEWD courses. Reasonable accommodations may vary based on core requirements and learning outcomes of a specific class or program.*)

1. A student in need of an educational accommodation should submit a request to the Title IX Coordinator for Students. If a student is unable to submit a request because of their condition, an appropriate representative of the student may contact the Title IX Coordinator for Students on the student's behalf and the student may confirm the request when they become able to do so.
2. The Title IX Coordinator for Students will consult with the student/appropriate representative and College officials, including faculty members, Program Managers, and Department Chairs, to coordinate a reasonable accommodation for the student and academic standards of the program. In the event the Title IX Coordinator for Students receives a request for reasonable accommodation that may be a temporary condition under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, the request will be sent to Disability Access Services.

B. Remain Enrolled in Course Work at the Frederick Community College

If a student decides to continue their program and desires to have reasonable accommodations to the student's academic program due to the pregnancy, the student should contact the Title IX Coordinator for Students to discuss any reasonable accommodation that may be necessary to continue the program. Such reasonable accommodations shall be documented in the *Pregnant and Parenting Student Continuation in Program Perfectforms* which is signed by both the student and the Title IX Coordinator.

C. Medically Necessary Leave of Absence

1. An educational accommodation under this policy may include an excused leave of absence for as long as medically necessary. To request a leave of absence and accompanying academic accommodation under this policy, a student should follow the request procedure outlined above.
2. If reasonable, a student will be given extra time to make up course work and tests missed during the leave of absence. Whether or not it is reasonable to grant a student extra time to make up course work and tests missed will be determined by the Title IX Coordinator for Students, appropriate faculty members, and the Department Chair. This determination will be based on, among other things, the length of the absence requested and the ability of the student to complete coursework outside of the classroom.
3. If it is unreasonable for a student to receive extra time to complete a course, the student will be given the option to withdraw from the class without penalty.
4. Pregnant or Parenting Students who must take a medically necessary extended leave of absence shall be allowed to return to the same academic and

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extracurricular status as before the leave began. Students should be guided by specific academic/program requirements based on their course of study.

D. Withdraw from FCC

The student may decide, at their sole discretion, to withdraw from the College for an indefinite period of time or permanently due to the student's pregnancy. Normal College withdrawal procedures, and readmission procedures (if applicable), apply. For example, with appropriate medical documentation, a retroactive withdrawal would be granted by the Admissions and Academic Policy Committee. Also, the Tuition Refund Committee may provide a 25% refund with appropriate medical documentation.

E. Reporting Harassment or Discrimination Due to a Qualifying Condition

Frederick Community College prohibits discrimination and harassment based on sex, gender identity, and expression. Pregnant and Parenting Students who believe they have been discriminated against or harassed because of a qualifying condition may file a complaint with the Title IX Coordinator for Students.

F. Reasonable Accommodations

Students who are pregnant or parenting students are entitled to reasonable accommodations with at least the same services as the College provides to non-pregnant students so that the student is not disadvantaged in their courses of study or extra-curricular activities, and may seek assistance from the Title IX Coordinator for Students. FCC makes every effort to accommodate individuals. This policy is separate from the ADA and Section 504 of the Rehabilitation Act of 1973. In order for a case-by-case review of accommodation requests, we recommend submitting a request and documentation several business days in advance. Please know that certain requests will need more time for review and implementation so it is important that you contact the Title IX Coordinator for Students to discuss your concerns.

VI. Related Policies and Procedures

[Alcohol, Tobacco, Opioid, and Other Drug Awareness](#)

[Code of Conduct for Visitors, Guests, and Volunteers](#)

[Code of Student Conduct](#)

[Complaint Policy and Procedures for Employees](#)

[Complaint Policy and Procedures for Students](#)

[Employee Code of Ethics](#)

[Employee Misconduct](#)

[Non-Discrimination](#)

[Student Athlete Concerns about Athletic Programs and Activities](#)

[Technology Use](#)