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**Title IX Pregnant and Parenting  
Accommodations for Students  
Policy and Procedures**

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**Table of Contents**

**I. Philosophy and Scope..... 1**

**II. Definitions for the Purpose of this Policy and Procedures ..... 1**

**III. Responsible Senior Leader and Responsible Office ..... 2**

**IV. Entities Affected by this Policy and Procedures..... 2**

**V. Procedures..... 2**

**VI. Related Policies and Procedures ..... 4**

To request a pregnancy or parenting accommodation, contact Disabilities Access Services at:  
Annapolis Hall, Suite 105  
[DisabilityServices@frederick.edu](mailto:DisabilityServices@frederick.edu)  
301-846-2408

or to report a claim of discrimination or harassment please contact:

Dr. Benita Rashaw, Title IX Coordinator for Students  
Student Center, Office H100A  
[AVPStudentAffairs@frederick.edu](mailto:AVPStudentAffairs@frederick.edu)  
Office: (301) 846-2469

# Title IX Pregnant and Parenting Accommodations for Students Policy and Procedures

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## 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, termination of pregnancy, 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 and Parenting discrimination”** refers to (but is not limited to) treating a student affected by pregnancy, a pregnancy related condition, or parenting 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. 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.

# **Title IX Pregnant and Parenting Accommodations for Students Policy and Procedures**

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- F. **“Parenting”** 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.
- G. **“Qualifying Condition”** and **“Conditions”** refer to pregnancy, childbirth, false pregnancy, miscarriage, termination of pregnancy, or related conditions, including recovery. This also includes all parents and non-birth parents.
- H. **“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, termination of pregnancy, 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  
Student Center, Office H100A  
[AVPStudentAffairs@frederick.edu](mailto:AVPStudentAffairs@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

### **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.)

## **Title IX Pregnant and Parenting Accommodations for Students Policy and Procedures**

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1. A student in need of an educational accommodation should submit a request to the [Disability Access Services \(DAS\)](#). If a student is unable to submit a request because of their condition, an appropriate representative of the student may contact the DAS office on the student's behalf and the student may confirm the request when they become able to do so.
2. DAS will engage an interactive process with the student/appropriate representative and College officials, including faculty members, Program Managers, and Department Chairs, to determine appropriate related services and/or academic adjustments to provide for the student in light of the academic standards of the program. In the event 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 and/or parenting the student should contact DAS to discuss any reasonable accommodation that may be necessary to continue the program. Such reasonable accommodations shall be documented, maintained, and approved through DAS.

### **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 or be provided with alternatives to making up missed work at a later date and such accommodations will be reviewed on a case-by-case basis by DAS in consult with appropriate faculty and the Title IX Coordinator for Students. Accommodations cannot alter the essential functions or standards of class and program requirements.
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.
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 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 or parenting status. Normal College withdrawal procedures, and readmission procedures (if applicable), apply. For example, with appropriate medical documentation, a

## **Title IX Pregnant and Parenting Accommodations for Students Policy and Procedures**

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retroactive withdrawal would be granted by the Admissions and Academic Policy Committee. Also, the Tuition Refund Committee may provide a 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 are entitled to reasonable accommodations with the College as outlined in ADA and Section 504 of the Rehabilitation Act of 1973 to gain equal access to FCC classes and programs. The Title IX Coordinator for Students can provide assistance. In order for the College to respond promptly and equitably to accommodation requests, we recommend submitting a request and documentation in advance of when the accommodation may be needed. Certain requests will need more time for review and implementation, so it is important to contact the Title IX Coordinator for Students to discuss any 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 Students](#)

[Non-Discrimination](#)

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

[Technology Use](#)