



Pregnant and Parenting Learners' Rights

If you need support or you experience a temporary disability due to your status as a pregnant learner and need help, please contact Accessibility Services or the Deputy Title IX Coordinator for Learners. Once you submit the online form, we will meet with you and engage in an interactive process to understand what modifications or accommodations may be needed to ensure your success at school while navigating your pregnancy or associated conditions.

Don't drop out if you are pregnant! Instead, get support to be successful!

Title IX requires that NSCC provide reasonable adjustments to learners who need them due to pregnancy for as long as is medically required. This may include adjusting a learner's schedule or allowing frequent trips to the restroom when necessary.

Other examples include, but are not limited to, the following:

Classes and School Activities

- The College must allow the learner to continue participating in classes and extracurricular activities, including honors classes, clubs, sports, leadership opportunities, and other activities.
- The College must provide the learner with reasonable adjustments, like a larger desk, elevator access, if available and applicable, or allowing frequent restroom trips.

Excused Absences and Medical Leave

Excused absences for pregnancy and childbirth are a learner's legally protected right; it cannot be made contingent on a learner's grades, prior performance in class, or any other factor such as meeting the criteria of another College Policy.

- The College must excuse absences due to pregnancy or childbirth for as long as a doctor deems it medically necessary.
- The College must allow the learner to return to the same academic and extracurricular status as before the learner's medical leave began and to make up any missed work due to doctor's appointments, medical conditions, and childbirth. If a learner's grade is based in part on class participation or attendance, the learner should be allowed to make up the participation or attendance credits.
- The College must provide the learner with the same special services it provides to learners with temporary medical conditions, including online instruction, tutoring, and/or independent study if those are offered and available.

Lactation (Breastfeeding or Expressing Breast Milk at School)

- You have the right to be excused from class for a reasonable amount of time to express breastmilk.
- You have the right to a space on campus to express breastmilk that is free from intrusion (has a door lock), is clean (and not a bathroom), and where you can have privacy. Our lactation space is locked at all times, with badge access required. When you enter the room for use, please flip the sign on the door to “occupied.”
- Tell your faculty member if you are lactating and need time from class to go express your breast milk. You are allowed to make up work that you missed while you were in the lactation room. If class participation counts as part of your grade, you cannot be penalized for class participation missed while in the lactation space.
- If you choose to wear a breast pump while in class, that is also permitted so long as you leave class to take the pump off and on and to empty it. The pump must also be self-contained and must be worn under clothing that covers your breasts. You do not have to disclose to anyone, including your faculty member, that you are wearing the pump unless you need to be excused from class to empty the device and need the excused time.
- NSCC *does* have a place to refrigerate breastmilk, although it is accessible to anyone using the lactation space. Feel free to use that refrigerator if you like or bring a small cooler with you to campus to preserve your breast milk.

Additional Education About Rights

- [The Pregnant Scholar – Title IX Basics](#)
- [National Women's Law Center - Pregnant and Parenting Students' Rights](#)
- [U.S. Department of Education Office for Civil Rights \(June 2013\) - Supporting the Academic Success of Pregnant and Parenting Students](#)

Questions? Contact your Title IX Coordinator by emailing titleix@northweststate.edu or in person by visiting the Deputy Title IX Coordinator.

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