

MCDANIEL
COLLEGE

**PREGNANCY AND RELATED
CONDITIONS:
A GUIDE FOR STUDENTS**

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PREGNANCY AND RELATED CONDITIONS: A GUIDE FOR STUDENTS

Title IX is a federal law that prohibits discrimination against students based on pregnancy and related conditions, including childbirth, termination of pregnancy, and recovery from any of these conditions. The Title IX regulations also prohibit an institution from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex. References to pregnancy in this document include all related conditions and circumstances covered in the regulation as well as the U.S. Department of Education's October 2022 pamphlet titled *Discrimination Based on Pregnancy and Related Conditions: A Resource for Students and Schools*.

Your rights as a pregnant student include:

Classes and School Activities

- Continued participation in classes and extracurricular activities while pregnant.
- Reasonable accommodation, such as a larger desk, elevator access, or the ability to make frequent trips to the restroom, when necessary, because of pregnancy.

Excused Absences and Medical Leave

- Reasonable modification of course attendance policy due to pregnancy or childbirth for as long as deemed medically necessary by the student's doctor.
- Return to the same academic and extracurricular status as before the student's medical leave began, including the opportunity to make up any work missed during the student's leave.
- Alternatives to making up missed work, including credit for missed class participation, such as retaking a semester, taking part in an online course credit recovery program, or allowing the student extra time in a program to continue at the same pace and finish later. The student should be allowed to choose how to make up the work.
- Any special services provided to students with temporary medical conditions.

Individual Modifications

The Title IX coordinator works to ensure that McDaniel's programs and classrooms are accessible to all pregnant students so they may fully participate in their academic program and activities.

A student who would like to discuss and/or request a individualized, reasonable modification related to pregnancy should contact the Title IX coordinator. In collaboration with other college officials, the coordinator assists students in arranging modifications that maintain their educational plans and allow them to fully participate in their academic program while not centrally altering the nature of academic programs or requirements.

Modifications are assessed on a case-by-case basis through an individualized assessment of the student's circumstances and knowledge of the context in which the modification is sought. Documentation from a student's doctor may be needed for some, but not all, requests for reasonable modifications. Modifications may include:

- shifting assignment and exams dates,
- excusing absences,
- taking an incomplete in a class,
- submitting work after a deadline or providing alternatives to make up missed work, or
- medical leave of absence.



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Important Information Regarding Resources

The college is dedicated to providing support and referring students with college and community resources, offices, and individuals who can assist them to resolve academic or personal concerns.

Temporary Parking: Students who are pregnant may contact the Title IX coordinator and/or the director of the Department of Campus Safety for additional information about campus parking. If the student's health care professional determines that the student's pregnancy constitutes a temporary physical disability, they may submit paperwork to the Motor Vehicle Administration for a temporary placard that will allow them to park in designated accessible parking spots on and off campus.

Student Health and Wellness: McDaniel's Wellness Center serves all full-time undergraduate students. The Counseling Services staff provides short-term individual counseling, group counseling, and urgent walk-in appointments during weekdays between 8:30 a.m. and 4:30 p.m. For more information about counseling and the health care services available, please visit their website at <https://www.mcdaniel.edu/student-life/health-wellness>.

After-Hours Support and Safety: The Department of Campus Safety provides 24-hour crisis management and incident response services to McDaniel students. Students may contact Campus Safety at 410-857-2202.

Leave of Absence: Students will not be required to take a leave of absence or withdraw from or limit their studies as the result of pregnancy or a related condition. Additionally, the College is not required to modify the essential elements of any academic program.

- Enrolled students may take a leave of absence for up to one year because of pregnancy and/or birth, adoption, or placement of a child. Leave time may be extended in the case of extenuating circumstances or medical necessity.
- Students taking a leave of absence under this policy will provide notice of the intent to take leave as soon as practicable.
- Intermittent leave may be taken with advance approval from the Title IX Office, Academic Life Office, and the student's academic department(s), when medically necessary.
- To the extent possible, McDaniel College will take reasonable steps to ensure that upon return from leave, students will be reinstated to their program in the same status as when the leave began, with no tuition penalty.
- Students will not be negatively affected by or forfeit their future eligibility for scholarships or similar McDaniel-supported funding by exercising their rights under this policy.
- The Title IX Office can advocate for students with respect to external scholarship providers if a leave of absence places eligibility into question.

Student Employee Leave: All student-employees will be entitled to the protections of the Family and Medical Leave Act, regardless of their student status.

Housing-Related Modifications: If requesting housing modifications, please contact the Title IX coordinator to discuss the request. The coordinator will then work with the appropriate office to review the request and coordinate communication with the student. Please check with the Bursar's Office for room and board information and rates.

Accessing Lactation Rooms on Campus: McDaniel provides lactation spaces that offer a clean, secure, and private space to express breast milk. Students who would like to access these spaces may contact the Title IX Coordinator at 410-857-2205 or etowle@mcdaniel.edu.



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Community Support

There is a variety of off-campus support and resources available to students. The following are a few options:

- Pregnancy Support Center - 410-784-4747 (call or text), service@carrollpregnancy.org, www.carrollpregnancy.org
- Family Support Programs - 410-857-2229, www.hspinc.org/familysupport/
- Maryland Department of Human Services - 410-386-3300/1-800-332-6347, www.dhs.maryland.gov/local-offices/carroll-county/
- Springboard of Carroll County - 410-876-1233, <https://springboardmd.org/carroll-county/>

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During non-business hours, emergencies should be directed to the Department of Campus Safety at 410-857-2202.

About Title IX

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in education programs and activities that receive federal financial assistance. Title IX 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. Examples of the types of discrimination that are covered under Title IX include sexual harassment, sexual assault, dating and domestic violence, and discrimination based on pregnancy.

The McDaniel College Policy Against Sex Discrimination and Grievance Procedures, including an explanation of filing a complaint using the grievance procedures, may be found at mcdaniel.edu/student-life/campus-safety/sex-discrimination-including-title-ix-resources-and-information.