

Pregnant & Parenting Students Checklist

The Department of Education's Office for Civil Rights (OCR) enforces Title IX of the Education Amendments of 1972 (Title IX), which prohibits discrimination based on sex in education programs or activities that receive Federal financial assistance. The Department's Title IX regulations prohibit discrimination based on pregnancy and related conditions in institutions that receive Federal funds (referred to here as "schools"). These protections, which include a prohibition on discrimination based on termination of pregnancy, have been in place since 1975 when the Department's regulations implementing Title IX were first issued following Congressional review.* The regulations make clear that Title IX protects students from discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom. *Title IX requires that we provide leave to a student for pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery for as long as the student's physician deems medically necessary. After that leave, the student must be reinstated to the status the student held when the leave began.*

During Pregnancy

□ **Notify the Title IX Office you are pregnant.**

To ensure you get all of your necessary protections from the moment you find out that you are pregnant through your delivery and recovery, it is important that you notify the Title IX office immediately. Go to the following link to complete the notification form <https://tinyurl.com/4zkjwyhh>. Once at this form you Pregnant & Parenting Students under General Information and follow the instructions.

□ **Schedule a time to meet with the Title IX office.**

To ensure you are well versed on how Title IX protects you, expectations of you and your faculty, and notification requirements, you must meet with the Title IX Office. All meetings are scheduled through Starfish. Log into your Starfish, go to services, and look for Pregnant & Parenting Students. You can also access the link here <https://tinyurl.com/4sdhasfy>

□ **Submit pregnancy accommodation documentation.**

You must provide documentation from your OBGYN or another physician that provides the information we use to develop your Pregnancy Support Plan. This plan is created by the Office of Accessibility, Counseling, & Health Services once they receive the necessary documentation. This plan is created to ensure that you receive the necessary accommodations related to your pregnancy. You can access the form here <https://tinyurl.com/ac6kj6r3>. **Special Note** - If the school requires students with other medical conditions to submit a doctor's note, it may require the same from a pregnant student. This includes illnesses and/or complications that may arise after the submission of initial documentation that requires that you miss class and/or impacts the submission of assignments.

Birth & Postpartum

□ Notify the Title IX office you have delivered.

It is essential that you notify us that you have delivered as soon as you have delivered. This allows the Title IX office to follow up with your instructors and determine a return date for you. Go to the following link to complete the notification form <https://tinyurl.com/4zkjwyhh>. Once at this form you Pregnant & Parenting Students under General Information and follow the instructions.

□ Submit post-delivery accommodation documentation.

To ensure that we provide you with a reasonable return date we need information from your physician regarding your delivery. The documentation is used to determine your leave period. Any complications you may have had with your delivery and/or any complications the baby may have had after delivery are taken into consideration when determining the leave period. You can access the form here <https://tinyurl.com/ac6kj6r3>. **Special Note** - If the school requires students with other medical conditions to submit a doctor's note, it may require the same from a pregnant student. This includes illnesses and/or complications that may arise after the submission of initial documentation that requires that you miss class and/or impacts the submission of assignments.

□ Returning To Campus After Delivery

Using the post-delivery documentation, the Title IX office identifies a return date. Once you return you will return at the status you were at, at the time of your leave. The Title IX office works with your instructors to develop a plan of action for you to complete any necessary work which may include receiving an incomplete to ensure that you are provided with a reasonable amount of time to complete the necessary course requirements.

□ Resources

- **Timely Care** - Davidson-Davie Community College is excited to offer TimelyCare – a new telehealth program for students. The service will provide access to 24/7 medical and mental virtual health care from anywhere in the United States, with no cost to visit! Students can go to timelycare.com/davidsondavie to register with their name and school email address. Students can then have visits from any web-enabled device – smartphone, laptop, or desktop.
- **Lactation Rooms** - The Family and Lactation Room is a place where families and nursing parents can bring their children to nurse/feed. Lactation Rooms are located on the Davidson Campus in the Smith building Rm 106 and on the Davie campus by request.

Need Help? Contact us.

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<https://www.davidsondavie.edu/title-ix/pregnancy-and-parenting-students/>
