Pregnancy and Parenting Student Non-Discrimination Policy

NORTHEAST
ALABAMA COMMUNITY COLLEGE

Pregnancy and Parenting Student Non-Discrimination Policy

Our Mission

To provide accessible quality educational opportunities, promote economic growth, and enhance the quality of life for the people of Alabama

Pregnancy and Parenting Student Non-Discrimination Policy

NACC Non-Discrimination Statement

It is the official policy of the Alabama Community College System and entities under its direction and control, including Northeast Alabama Community College, that no person shall be discriminated against on the basis of any impermissible criterion or characteristic, including, without limitation, race, color, national origin, religion, marital status, disability, sex, age, or any other protected class as defined by federal and state law.

Pregnancy and Parenting Student Non-Discrimination Policy

- Under Title IX regu cation, an institution that receives federal fu student or exclude any student from its ec ny class or extracurricular activity, on the bas , false pregnancy, termination of preg
- Pregnant students exact same way that students with a ter ould be given an opportunity to make up misse

Pregnancy and Parenting Student Non-Discrimination Policy

Important Definitions of the Policy

- **Medical necessity:** A determination made [illegible] it's or employee's choosing.
- **Parenting:** The raising of a child by the chi[illegible] diate post-partum period.
- **Pregnancy and Pregnancy-related Condit[illegible]** false pregnancy, termination of pregnancy, con[illegible]egnancy, and recovery from any of these conditions, in a[illegible]

Pregnancy and Parenting Student Non-Discrimination Policy

Important Definitions of the Policy

- **Pregnancy Discriminatior** by pregnancy or a pregnancy-related condit als not so affected and includes a failure to provic odations
- **Pregnant Student/Birthpa** as pregnant
- **Reasonable Accommoda** onment or typical operations that enable a pregnant stu ated condition to continue to pursue academic studies e

Pregnancy and Parenting Student Non-Discrimination Policy

- Students who are pregn ion cannot be required to limit studies or educational a
- Faculty and staff must n educational activities or other accommodation.
- Benefits and services of led to students with temporary medical conditions.
- These students are enti

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- Should not be sugge student should initiate the conversation
- The student should b inator who is responsible for determining and insti modations
- Faculty or other pers y for the accommodation

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Accommodati ot limited to…

Extended Deadlines ring

Independent Study mplete Grades

Ergonomic/Assistive Supp natives Paths to Completion

Protections for Health/Safe ility Support

Breastfeeding Accommoda

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- Breastfeeding st and space to pump breast milk in a location that is .
- Students should ommodation, who is responsible for selecting a su

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Leaves of Absence

- Personnel cannot su ve of absence or withdraw from or limit their studies.
- Leaves of absence v ecessary by a student's physician.
- A 30-day notice mus s practicable.
- Intermittent leave m or when medically necessary.
- Students will be rein as when the leave began.
- Student employees position.

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- Harassment by any ed on sex, gender, gender identity, gender expression ted.
- NACC employees dent's taking leave, seeking reasonable accom rights under this policy.
- NACC employees student for exercising the rights of this policy, includin gative educational outcomes because a student erwise exercises a right of the policy.

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Summary

- The College will do all it ns to students who are pregnant or have a preg
- Students requesting acc Coordinator Riley Holland in the Admissions Office
- Personnel should not su a course or educational activity, or any other acc ate the request.
- NACC personnel are pr or exercising rights expressed under the NA -Discrimination Policy.

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- Questions about, violatior is policy should be made with the Title IX Coordinator, who r Human Resources Director. My office is located in 116 of t ding.
- The policy in its entirety is blished on the Northeast website.

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