



Pregnancy and Parenting

Title IX protects Pregnant and Parenting individuals from discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Title IX requires equal access and equal participation for Pregnant and Parenting individuals in educational programs and activities including work, clubs, sports, honor societies, leadership opportunities, and other activities.

Temporary Adjustments

Northeast State will provide temporary adjustments to Pregnant and Parenting Individuals including, but not limited to:

- communication and support for reasonable and appropriate breaks for standing, lactation, nursing, etc.
- accessible seating (i.e., a larger desk)
- excused absences related to medically necessary appointments
- academic accommodations related to childbirth

Students may contact the Title IX Coordinator, Tracy Barry, at thbarry@northeaststate.edu to request adjustments.

Students

Per [Title IX](#), Northeast State provides the same special services to a pregnant/parenting student that it provides to students with temporary medical conditions. Specifically, support is provided for pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery from any aforementioned condition.

Absences due to pregnancy, childbirth, or related medical conditions will be excused with documentation from a medical professional indicating that such absences are deemed medically necessary.

We encourage Pregnant and Parenting students to work with their faculty to provide advance notice should any absence coincide with any academic obligations including, but not limited to, test dates and deadlines. Temporary adjustments can be made by faculty to assist students needing assistance. Adjustments are not required when it will fundamentally alter the nature of the service, program or activity.



Faculty members are to allow students the opportunity to make up the work missed while out due to pregnancy or any related conditions, including recovery from childbirth. If a faculty member awards “points” or other advantages based on class attendance, students must be given the opportunity to earn back the credit from classes missed because of pregnancy.

Harassment and Discrimination

Discrimination against any student or the exclusion of any student from participation in any part of a University education program or activity, based on a student’s actual or potential pregnancy is prohibited. Any current or former student, applicant for employment, or current or former employee who believes he or she has been subjected to discrimination or harassment at Northeast State Community College (NeSCC) or who believes that he/she has observed discrimination or harassment taking place shall present a [complaint](#) to the Assistant Director of Equity and Compliance.

For more information

Click [here](#) for the U.S. Department of Education's "Supporting the Academic Success of Pregnant and Parenting Students" under Title IX of the Education Amendments of 1972.

Tracy Barry
Assistant Director of Equity and Compliance
Title IX Coordinator
thbarry@northeaststate.edu
423.354.5296