

TCC Pregnancy and Parenting Guidance 2022-2023

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INTRODUCTION

Tulsa Community College is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 (Title IX). Sex discrimination, which can include discrimination based on pregnancy, and related conditions, including recovery, is prohibited.

This guidance is only for students, and pregnant employees who need assistance should consult with Human Resources or the TCC Handbook.

RATIONAL

These guidelines apply to all students at Tulsa Community College, educational programs, and extracurricular activities and assist students in receiving supportive measures for medically necessary pregnancy-related conditions. In addition, these guidelines provide instructions to employees working with pregnant students to provide reasonable supportive measures.

Definitions

1. **Medically Necessary Pregnancy-Related Conditions:** anything medically related to the pregnancy or birth of the child.

These include (but are not limited to) morning sickness, prescribed bed rest, preeclampsia, childbirth, miscarriage, hospitalization, medical conditions arising in connection with pregnancy, and recovery from any of these conditions.

2. **Pregnancy Discrimination:** includes treating an individual affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected and includes a failure to provide legally mandated Supportive Measures.
3. **Pregnant Student/Birth-Parent:** refers to the student who is or was pregnant. These guidelines apply to all pregnant persons, regardless of gender identity or expression.
4. **Partner:** refers to the non-birthing parent.
5. **Parenting:** attending to the medical needs of the child by their parents in the reasonably immediate post-partum period not to exceed twelve weeks from birth.
6. **Supportive Measures:** reasonable changes in the academic environment without reducing the rigor or typical operations that enable students to continue pursuing their studies.¹

SUPPORTIVE MEASURES DURING PREGNANCY

Who can receive Supportive Measures	For what reasons	For how long
Pregnant Student	For the medically necessary pregnancy-related conditions of the birth parent.	As long as medically necessary.

SUPPORTIVE MEASURES DURING AND AFTER THE BIRTH OF THE CHILD

Who can receive Supportive Measures	For what reasons	For how long ²
Pregnant Student	For the medically necessary pregnancy-related conditions of the birth parent or medically necessary conditions of the child.	Up to six months from the birth of the child.
Partner	For the medically necessary conditions of the child.	Up to six months from the birth of the child.

¹ Specific supportive measures are listed later in these guidelines.

² This time could be modified for extenuating circumstances.

OBTAINING SUPPORTIVE MEASURES

While pregnancy disclosure is voluntary, it is the student's obligation to inform their professors of any medically necessary supportive measures. Professors will collaborate with the student to develop an appropriate plan to continue the student's education.

Student Responsibilities:

1. **Request assistance.** Students should communicate with faculty and staff about their specific needs in a timely manner.
2. **Communicate.** Students should work with professors, identify appropriate supportive measures, and consider alternative academic adjustments. As students' needs change over time, individual plans may be adjusted.

Students are allowed to participate in classes and extracurricular activities even though they are pregnant. Professors will not require a doctor's note or medical records.

SUPPORTIVE MEASURES

Reasonable supportive measures may include, but are not limited to:

1. Providing supportive measures requested by a pregnant student to protect the health and safety of the student and/or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances);
2. Making modifications to the physical environment (such as accessible seating);
3. Allowing for additional restroom breaks;
4. Extending deadlines and/or allowing the student to make up tests or assignments missed for medically necessary pregnancy-related absences;
5. Offering remote learning options;
6. Excusing medically necessary absences;
 - a. This is irrespective of classroom attendance requirements set by a faculty member, department, or division.
 - b. Upon their return, the student will be reinstated to the extent possible to the same status held prior to the absence.
7. Faculty may offer alternatives to making up any missed work;
8. Implementing incomplete grades for classes that will be resumed at a future date;
9. Allowing breastfeeding students reasonable time and space to pump breast milk in a private, clean, and reasonably accessible location. Bathroom stalls do not satisfy this requirement;
10. In situations such as clinical rotations, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible.

The Office of Civil Rights Compliance can assist students and employees in providing supportive measures and resolving any issues.

LACTATION ROOMS AND BREASTFEEDING

TCC supports the rights of students wishing to use lactation rooms. TCC has dedicated Lactation rooms on every campus for any student, employee, or visitor to use to express milk. If the room is locked and not in use, please contact (918) 595-8888, and Campus Police will unlock the room. A current list of the lactation rooms is available at www.tulsacc.edu/titleix.

TCC will provide students breastfeeding or expressing milk (pumping) with reasonable academic supportive measures to ensure they do not incur an academic penalty.

EXTRACURRICULAR ACTIVITIES

Tulsa Community College and its employees will not require pregnant students to limit their involvement in school clubs, academic societies, honors programs, or athletics. A pregnant student must be eligible to hold leadership positions in these activities. A pregnant student may not be excluded from an activity that is part of the school's educational program, even if the activity is not operated directly by the school.³

PRIVACY

Information about pregnant students' requests for supportive measures will be shared with faculty and staff only to the extent necessary to provide reasonable supportive measures. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary.

RETALIATION, DISCRIMINATION, OR HARASSMENT

1. Discrimination or harassment of any member of the Tulsa Community College based on sex, gender identity, gender expression, pregnancy, or parental status is prohibited.
2. Tulsa Community College employees are prohibited from interfering with students' right to seek reasonable supportive measures or otherwise exercise their rights. Employees will not encourage students to withdraw or drop a class because of a pregnancy.
3. Tulsa Community College employees are prohibited from retaliating against students for exercising their rights, including imposing or threatening to impose negative educational outcomes because students request medical leave or supportive measures, file a complaint, or otherwise exercise their rights.

³ 106.31(a), (b)(6), (b)(7).

REPORTING

The Title IX Coordinator is responsible for overseeing complaints of discrimination involving pregnant and parenting students. If you are experiencing harassment, discrimination, or retaliation due to your pregnancy or related condition, TCC will address all complaints through the appropriate policy and provide supportive measures. Complaints may be submitted to the following:

“Report It” www.tulsacc.edu/Reportit

Compliance Officer

Title IX Coordinator

Office of Civil Rights Compliance

Heather Hancock

909 S. Boston Ave, Room 505, Tulsa, Oklahoma

(918) 595-7842

TCCTitleIX@tulsacc.edu

www.tulsacc.edu/titleix

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