



## Pregnancy and Related Conditions: Student Guidance

This guidance is intended for currently enrolled and prospective students who are pregnant, experiencing pregnancy-related conditions, or non-birthing parents seeking academic or campus support.

### Title IX and Our Commitment

Title IX is a federal law that protects students at federally funded schools from sex discrimination. These protections include pregnancy and related conditions, and they ensure that students who are parents are not treated differently from those who are not. Under Title IX guidelines, Sandhills Community College is committed to providing students with pregnancy or related conditions equal access to educational programs and activities through reasonable modifications and appropriate support services.

Title IX regulations and coverage do not apply to childcare arrangements. Parenting students who are routinely absent from class, even for childcare issues, are subject to standard academic policies and procedures applying to all students.

### Student Rights for Reasonable Modifications

You have the right to request support and modifications within the school environment and academic program. The College is required to provide modifications that are reasonable; this means modifications do not fundamentally shift or alter an educational activity or academic program.

The College's Title IX Coordinator works with other departments on campus to ensure students receive appropriate support and resources.

Reasonable Modifications are individualized and not all are appropriate or apply to all situations or circumstances. Students must disclose their condition to receive modifications or accommodations.

Students are encouraged to reach out to their instructors and program coordinators/directors to discuss academic modifications and options. Students should

also contact the Title IX Coordinator at [bluek@sandhills.edu](mailto:bluek@sandhills.edu) /910.695.3979/Stone Hall 110-B to receive guidance and support in planning or facilitating arrangements.

## Academic Support

Requesting academic support and modifications is facilitated through the Title IX process. The Title IX Coordinator will work with both students, faculty, and/or staff to facilitate the process.

Reasonable Modifications in **Academic Programs** may include:

1. Breaks during academic activities to attend to pregnancy-related needs.
2. Excusing intermittent absences to attend medical appointments.
3. Scheduling flexibility and time extensions for assignments.
4. Allowing a student to sit versus standing.
5. Option for online or home-based participation as applicable.
6. Adjusting physical spaces for comfort.
7. Providing a larger uniform or other required training attire.
8. Changes in schedule or course sequence, where available.

For clinical, performance, or group assignments, the College may work with you to find an alternative way to complete the requirement when possible. Any modification must preserve essential academic requirements, technical standards, accreditation requirements, and learning outcomes of the course or program.

## Medical Leave

Medical leave due to pregnancy or a related condition may be sufficient cause to permit a shift of course order, substitute courses, or joining in a subsequent cohort when returning from leave if the modifications do not fundamentally shift or alter an educational activity or academic program. Students may have the right to return to the same academic status as prior to their leave of absence.

## Medical Documentation and Release

Reasonable modifications typically do not require a medical release or physician's note. However, you may be asked to provide medical documentation – such as a note from your healthcare provider – if it is needed to help the College determine what modifications are appropriate or how to implement them. In those cases, you will be asked to sign a medical release so designated faculty and staff can review the documentation and determine the most effective way to arrange your accommodation(s).

It is your responsibility or your physician's to determine your health and safety risks while on campus. The College will provide as much support as reasonably possible to ensure students with pregnancy and related conditions receive equal access to programs and facilities.

## Campus Support and Modifications

The Title IX Coordinator will facilitate and coordinate non-curricular reasonable modifications and services on Campus for pregnancy and related conditions.

Modifications may include:

1. Access to handicapped parking spaces.
2. Access to lactation and respite spaces at Pinehurst Campus and Hoke Center.  
<https://www.sandhills.edu/student-resources/support/lactation-spaces.html>
3. Access to an onsite medical social worker or licensed counselor.
4. Escorts and assistance when walking long distances on campus or carrying heavier loads.
5. Check-ins with the Title IX Coordinator for assistance in connecting with other campus and community resources.

## Extended Conditions and Accommodations

Pregnancy-related conditions including the post-pregnancy period may be considered a temporary disability, therefore it is managed under Title IX services. Students experiencing ongoing medical conditions related to pregnancy that substantially limit a major life activity may be eligible for accommodations under the America with Disabilities Act (ADA).

Students are encouraged to contact the Title IX Coordinator or the Student Accessibility Services Coordinator to discuss available support. (This contact information is on the last page of this guidance document.)

## Complaints

Students who wish to make a complaint regarding discrimination, harassment, or retaliation based on current, potential, or past pregnancy or related conditions may do so by submitting a "Report of Concern" on the college's website or contacting the Title IX Coordinator directly.

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