

PREGNANCY AND PARENTING POLICY

Title IX protects against discrimination related to pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. It prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on sex. Title IX also ensures the right to take medically necessary leave and to be free of harassment, intimidation, or other discrimination because of pregnancy or parenting-related conditions.

Miles College is committed to fostering an environment that is welcoming, accessible, and inclusive for pregnant and parenting students. Students may request reasonable modifications for conditions related to pregnancy and parenting. Please review the information below for answers to frequently asked questions and to request assistance with modifications.

Statement of Equal Access

MILES COLLEGE shall provide certain support and modifications to people experiencing pregnancy or related conditions to ensure their equal access to MILES COLLEGE's program or activity. Pregnancy or related conditions include pregnancy, childbirth, termination of pregnancy, lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; and recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

MILES COLLEGE treats pregnancy or related conditions in the same manner and under the same policies as any other temporary medical conditions and must allow voluntary leaves of absence. Students, employees, or applicants should contact the Title IX Coordinator (s) for more information. Employees or applicants for employment may also contact the Human Resource Office for more information because additional workplace laws and policies apply.

FAQ SHEET FOR STUDENTS

How can I request pregnancy or parenting-related modifications?

Pregnant and parenting students should submit a request for modifications by filling out the online [Title IX Pregnancy and Parenting Modifications Request Form](#). You will be contacted to discuss your pregnancy or parenting needs. You will need to submit supporting documentation (i.e., a letter from your doctor) with your request for modifications.

In addition, students who have chronic medical conditions as a result of pregnancy should also contact the Office of Disability Services by calling 205-929-1438 or emailing ada@miles.edu.

What types of modifications can I request?

Students will be provided reasonable modifications based on their pregnancy and parenting-related needs. Specific modifications will vary from student to student. Some examples of modifications may include:

- Providing a larger desk.
- Allowing breaks during class, as needed.
- Permitting temporary faculty/staff parking.
- Rescheduling tests or exams.
- Excusing absences due to pregnancy or related conditions.
- Submitting work after a deadline missed due to pregnancy or childbirth. *
- Providing alternatives to make up missed work.
- Permitting a reasonable time for nursing and access to lactation spaces.
- Allowing excused absences for parenting students (both male and female) who need to take their children to medical appointments or to take care of their sick children.

*Pregnant students will be allowed to make up any work missed due to medically necessary absences for pregnancy. Students will be offered acceptable alternative arrangements to make up missed work. The student will not be required to complete make-up work until the student's medically necessary absences for pregnancy are completed.

Am I required to tell anyone about my pregnancy or parenting status?

Students are not required to inform anyone of their pregnancy or parenting status. However, the College aims to create an environment that encourages students to share this information with Title IX Coordinator (s), so that the College can provide the proper support and assistance.

Can pregnant students be penalized for absences if grades are based on attendance?

A student may not be penalized for absences known to be due to pregnancy, childbirth, or other related medical conditions. A professor cannot reduce a pregnant student's grade because of attendance or participation points that the student missed during excused absences due to her pregnancy-related conditions. The professor must allow the student to earn back the credit missed due to pregnancy.

Are there any designated areas on campus for mothers to address breastfeeding-related needs?

There are two lactation stations located on the campus.

1. LRC on the 4th floor in room 402B
2. Pitts Hall Room 102

How can I report harassment or discrimination due to pregnancy or parenting?

Miles College prohibits discrimination and harassment on the basis of sex. Pregnant or parenting students who believe they have been discriminated against or harassed because of a qualifying condition may file a complaint with the Title IX Office by clicking on the link below to report a Title IX incident.

INFORMATION FOR FACULTY & STAFF

What do I do if a student tells me they're pregnant?

Ask them if they need modifications or have met with the Title IX Office. If not, refer them to the Pregnancy and Parenting Accommodation form on the Title IX Office webpage.

What do I do if a student tells me they need to miss class due to a pregnancy?

We excuse all medically necessary absences for pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery, including doctor appointments. Faculty members should excuse those absences deemed medically necessary by the appropriate medical professional. Students should be referred to the Title IX Office for the purpose of documenting medical needs.

Can I ask a student to prove they're pregnant or provide a doctor's note?

Faculty cannot ask for doctor's notes. Please refer the student to the Title IX office for documentation and support.

What do reasonable modifications look like for a pregnant student?

Reasonable modifications could include frequent bathroom breaks, a larger desk, or a different chair if needed. The time needed for medically required absences can vary depending on the student's situation.

What verbiage should I include in my syllabi to ensure nondiscrimination and accommodation for pregnant or parenting students?

A. Statement of Nondiscrimination

Miles College prohibits discrimination on the basis of sex in its programs and activities. As defined by Title IX, discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

MILES COLLEGE does not discriminate in its admissions practices, except as permitted by law, in its employment practices, or in its educational programs or activities on the basis of sex. MILES COLLEGE also prohibits retaliation against any person opposing sex discrimination or participating in any sex discrimination investigation or complaint

process, whether internal or external to MILES COLLEGE. Sex-based harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination that are prohibited under Title IX and by this Policy.

Inquiries about the application of Title IX and its supporting regulations may be directed to:

Title IX Coordinator - Employees,

Dr. Patricia Wilson, CHRO

Brown Hall Room 101, 5500 Myron Massey Blvd Fairfield, AL 35064

(205) 929-1440 / titleix@miles.edu

[**Discrimination Complaint Form**](#)

Title IX Coordinator - Students

Leon F. Parker, III, Vice President for Student Affairs

(205) 929-1156 / studentlife@miles.edu

[**Discrimination Complaint Form**](#)

For information on the Title IX Sexual Harassment/Sexual Assault policy and grievance procedures, please [click here](#).