

McLennan Community College

POLICIES AND PROCEDURES

Reference:	G-XII	Effective Date	04/03/2024
Subject:	Pregnant and Parenting Students		
Source:	President		
Approval Authority:	President	Approval Date	04/03/2024
Approved by Leadership Team:	Benson:	Hills:	McKown:
History:	Replaces policy previously dated January 1, 2024		
Remarks:			

PURPOSE

The purpose of the Pregnant and Parenting Students Policy is to prevent the College and its employees from discriminating against any student, or exclude any student from McLennan Community College's education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity of the College.

Students who have questions about this policy or would like more information on the services the College provides to Pregnant and Parenting students contact:

- a. Dr. Brandon Hill
Dean of Students
McLennan Community College
Student Services Building, Room 213
1400 College Drive
Waco, TX 76708
254-299-8402
bhill@mclennan.edu

Students who would like more information on the services the College provides to Pregnant and Parenting students contact:

- a. Ms. Natalie James
Associate Director, Success Coaching Services
McLennan Community College
Student Services Building, Room 249C
1400 College Drive
Waco, TX 76708
254-299-8524
njames@mclennan.edu
<https://www.mclennan.edu/campus-resource-guide/parenting-students.html>

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Students who need to discuss or request accommodations under this Policy may contact:

- a. Dr. Claudette Jackson
Director, Accommodations & Title IX
Title IX Coordinator
McLennan Community College
Student Services Building, Room 319
1400 College Drive
Waco, TX 76708
254-299-8465
titleix@mclennan.edu

- b. Ms. Missy Kittner
Chief Human Resources Officer
Deputy Title IX Coordinator
McLennan Community College
Administration Building, Room 104
1400 College Drive
Waco, TX 76708
254-299-8514
titleix@mclennan.edu

- c. Ms. Kelli Nehring
Associate Director, Accommodations & Title IX
Deputy Title IX Coordinator
McLennan Community College
Student Services Building, Room 319
1400 College Drive
Waco, TX 76708
254-299-8520
titleix@mclennan.edu

- d. Ms. Shawn Trochim
Director, Athletics
Deputy Title IX Coordinator
McLennan Community College
Math Building, Room 109
1400 College Drive
Waco, TX 76708
254-299-8811
titleix@mclennan.edu

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POLICY

The College may require a pregnant and parenting student to obtain certification of a physician that the student is physically and emotionally able to continue participation so long as such a certification is required of all students for other physical or emotional conditions requiring the attention of a physician.

The College shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery therefrom in the same manner and under the same policies as any other temporary disability with respect to any medical or hospital benefit, service, plan, or policy which the College administers, operates, offers, or participates in with respect to students admitted to the College's educational program or activity.

The College shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom as a justification for a leave of absence for so long a period of time as is deemed medically necessary by the student's physician, at the conclusion of which the student shall be reinstated to the status which she held when the leave began.

34 C.F.R. 106.40(b)

McLennan Community College may not require a pregnant or parenting student, solely because of the student's status as a pregnant or parenting student or due to issues related to the student's pregnancy or parenting, to:

- A. Take a leave of absence or withdraw from the student's degree or certificate program;
 - Limit the student's studies;
 - Participate in an alternative program;
 - Change the student's major, degree, or certificate program; or
 - Refrain from joining or cease participating in any course, activity, or program at the institution.
- B. An institution of higher education shall allow a pregnant or parenting student to:
 - Take a leave of absence; and
 - If in good academic standing at the time the student takes a leave of absence, return to the student's degree or certificate program in good academic standing without being required to reapply for admission.

"Parenting student" means a student who is the parent or legal guardian of a child under 18 years of age.

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Education Code 51.982(a)(2), (b), (e)

- C. In the event the McLennan Community College provides early registration for courses or programs at the institution for any group of students, the College shall provide early registration for those courses or programs for parenting students in the same manner.

Education Code 51.983(b)

- D. The College shall provide reasonable accommodations to a pregnant student, including accommodations that:

- Would be provided to a student with a temporary medical condition; or
- Are related to the health and safety of the student and the student's unborn child, such as allowing the student to maintain a safe distance from substances, areas, and activities known to be hazardous to pregnant women or unborn children.

- E. The College shall, for reasons related to a student's pregnancy, childbirth, or any resulting medical status or condition:

- Excuse the student's absence;
- Allow the student to make up missed assignments or assessments;
- Allow the student additional time to complete assignments in the same manner as the institution allows for a student with a temporary medical condition; and
- Provide the student with access to instructional materials and video recordings of lectures for classes for which the student has an excused absence under this section to the same extent that instructional materials and video recordings of lectures are made available to any other student with an excused absence.

Education Code 51.982(c)-(d)

- F. The policy must:

- Be posted in an easily accessible, straightforward format on the institution's internet website; and
- Be made available annually to faculty, staff, and employees of the institution.

Education Code 51.982(f)

- G. McLennan Community College shall designate at least one employee of the institution to act as a liaison officer for current or incoming students at the institution who are the parent or guardian of a child younger than 18 years of

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age. The liaison officer shall provide to the students information regarding support services and other resources available to the students at the institution, including:

- Resources to access medical and behavioral health coverage and services and public benefit programs, including programs related to food security, affordable housing, and housing subsidies;
- Parenting and child-care resources;
- Employment assistance;
- Transportation assistance;
- Student academic success strategies; and
- Any other resources developed by the institution to assist the students.

Education Code 51.9357(b)

H. Not later than May 1 of each academic year, McLennan Community College shall submit to the Coordinating Board a report that contains the following information regarding students enrolled at the institution for the current academic year who are the parent or guardian of a child younger than 18 years of age:

- The number of those students;
- Demographic data, including age, race, sex, and ethnicity;
- Academic data, including full-time or part-time enrollment status and graduation, transfer, and withdrawal rates; and
- Other data as prescribed by Coordinating Board rule.

Education Code 51.9357(c)