

NORTH  
CENTRAL  
COLLEGE  
NAPERVILLE, ILLINOIS  
*Founded 1861*



# Title IX PREGNANT & PARENTING STUDENTS

Resource Guide





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*As stated in the Discrimination, Harassment, Sexual Misconduct and Retaliation policy:*

Title IX ensures protection and equal treatment of pregnant individuals, persons with pregnancy-related conditions, and new parents in the College's admission process, educational programs, extracurricular activities, hiring, leave policies, and employment policies.

Title IX also prohibits the College from applying any rule related to a student's parental, family, or marital status that treats students differently on the basis of sex.

**Anyone requiring further information on or access to leave, reasonable accommodations, or retaliation and harassment complaint processes should contact:**

Dr. Rebecca Gordon  
Assistant Vice President of Equity, Diversity, and Inclusion  
30 N Brainard St.  
Office #524, Old Main  
[rgordon@noctrl.edu](mailto:rgordon@noctrl.edu)  
(630) 637-5340

The complete Pregnant and Parenting Students Policy can be found at:  
[www.northcentralcollege.edu/titleix](http://www.northcentralcollege.edu/titleix)



# Reasonable Accommodations

Pregnant & parenting students with medically necessary absences will be granted reasonable accommodations to make up missed work, attendance, or graded class participation (e.g. assignments, projects, papers, quizzes, tests, and presentations) wherever possible.

For parenting students, these accommodations relate to the medical necessity of the mother or child.

## Reasonable accommodations may include, but are not limited to:

- › Excused absences
- › Extended deadlines
- › Alternative test dates
- › Projects in lieu of class participation
- › Independent studies
- › Tutoring
- › Online course completion options
- › Incomplete grades
- › Retroactive withdrawals
- › Retaking a term (when medically warranted)

In addition, pregnant students may have access to **ergonomic and assistive supports** typically provided through the Center for Student Success and Disability Services.

Contact: Sarah Alag, Director of Student Disability Services,  
(630) 637-5264, [salag@noctrl.edu](mailto:salag@noctrl.edu)

## The College offers three Lactation Spaces on campus:

- › The first is located in the Oesterle Library, room 231 (through the Giere Audiovisual Center). The key can be checked out at the Oesterle Library information services desk.
- › A second lactation space is available through the Admission Office. The space is located on the second floor of Old Main in OM205. The key can be checked out from the Admission Office receptionist on the first floor of Old Main.
- › A third space is available through Campus Safety. The space is available 24/7, and can be accessed between 8:00 AM–8:00 PM at the Campus Safety front desk or after hours by calling a campus safety officer at (630) 637-5911.

Additional spaces can be identified by contacting the Assistant Vice President of Equity, Diversity, and Inclusion, Rebecca Gordon, at (630) 637-5340 or [rgordon@noctrl.edu](mailto:rgordon@noctrl.edu).

## Residence Life and Housing-Related Accommodations:

The on-campus housing of a student who is pregnant will not be altered based on pregnancy status unless requested by the student.

The College will work with the student to devise an **alternative path to completion**, if possible, for programs that include:

- › Clinical rotations
- › Performances
- › Labs
- › Group work

In progressive curricular and/or cohort-model programs, medically necessary leaves are sufficient cause to permit the student to:

- › Shift course order
- › Substitute similar courses
- › Join a subsequent cohort when returning from leave

Essential program requirements or licensure requirements cannot be modified.

Students are encouraged to work with their faculty members and College support systems such as academic advisors, the Center for Student Success, and Dyson Wellness Center staff to proactively devise a plan for how to best address an anticipated need for leave, minimize the academic impact of their absence, and work toward a smooth re-entry to the student's academic program. The Assistant Vice President of Equity, Diversity, and Inclusion will assist with plan development and implementation, as needed.



**The Assistant Vice President of Equity, Diversity, and Inclusion has the authority to determine that such accommodations are necessary and appropriate and will maintain all appropriate documentation related to accommodations.**



The Assistant Vice President of Equity, Diversity, and Inclusion may inform faculty members of the need to adjust academic parameters accordingly.

A request for accommodations from a student who is pregnant or parenting will be shared with faculty and staff only to the extent necessary to provide reasonable accommodations. The Assistant Vice President of Equity, Diversity, and Inclusion may grant accommodations retroactively, within a reasonable period of time, if appropriate.

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**To access reasonable accommodations or leave, the student is required to contact:**

Dr. Rebecca Gordon  
Assistant Vice President of Equity, Diversity, and Inclusion  
30 N Brainard St.  
Office #524, Old Main  
[rgordon@noctrl.edu](mailto:rgordon@noctrl.edu)  
(630) 637-5340

## Leave of Absence

Students who are pregnant will be treated as students who have temporary medical conditions. Therefore pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery will be viewed as a justification for excused absences or a leave of absence for the period of time deemed medically necessary by the student's physician.

To receive approval for leaves, students are expected to comply with the Medical Emergencies policy (page 5) from the Student Handbook and they or their designee (parents, guardian, etc.) should notify the instructors and the Assistant Vice President of Equity, Diversity, and Inclusion, (630) 637-5340.

Upon the student's return to the College, reasonable steps will be taken to ensure that the student retains the same position in their academic progress that they occupied when the leave was initiated, which includes access to the same course catalog in place at the start of the medical leave.





# Leave Policies

## Medical Emergencies Policy

Found in the Student Handbook: [www.northcentralcollege.edu/studenthandbook](http://www.northcentralcollege.edu/studenthandbook)

When an emergency medical situation occurs in the midst of an academic term, a student may request special consideration. As soon as possible, the student or their designee (parent, guardian, etc.) should contact the Assistant Vice President of Equity, Diversity, and Inclusion and notify both the instructor(s) and the Vice President for Student Affairs and Strategic Initiatives, (630) 637-5151.

Following a medical emergency, students can receive support from the Center for Student Success, (630) 637-5266, and work with their instructors to make up as much missed content as is reasonably possible. Students returning from medical leave are encouraged to schedule a support meeting upon their return to the College (see Support Meeting section, page 6).

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## Graduate School Leave of Absence Policy

Found in the Graduate Catalog: [catalog.noctrl.edu/content.php?catoid=15&navoid=1131](http://catalog.noctrl.edu/content.php?catoid=15&navoid=1131)

It may be necessary from time to time for a student to interrupt their studies for two or three terms in order to accommodate certain demands. Under such circumstances, a student may apply for a Leave of Absence. The main advantage of being granted a Leave of Absence is that the student retains the program requirements that were in effect at the date of entry with consideration to any additional licensure requirements that may apply.

The maximum Leave of Absence time period is one calendar year. For a degree candidate, the Leave of Absence is not counted as part of the five year program time limit.

A student must apply for a Leave of Absence during the term prior to the beginning of the Leave of Absence. Application is made through the School of Graduate and Professional Studies. A student on a Leave of Absence must notify the School of Graduate and Professional Studies if their intention is to resume graduate study.

## Support Meeting

Found in the Student Handbook: [www.northcentralcollege.edu/studenthandbook](http://www.northcentralcollege.edu/studenthandbook)

After a student has been treated for a medical emergency, a support meeting will be offered by the college to assist the student in navigating their needs when coming back to campus.

**Support meetings** are an opportunity to ensure that proper support structures (academic, health, etc.) are in place and allow the student an easier transition back into classes and/or the residence halls.

A parent, family member, and/or guardian is encouraged to accompany the student to this meeting for the purpose of transparency and coordination of care.

Prior to this meeting, students should consider the following steps to help make the process of returning to classes/residence halls successful:

1. Seeing a care-provider (i.e. medical doctor, therapist, psychiatrist) who will act as a continued care provider(s) to offer support, treatment, and advice to the student as they return to campus.

Medical services offered at the Dyson Wellness Center (DWC) include evaluation and treatment of acute illnesses and injuries, medical consultation, and referral to community resources. The DWC medical providers do not routinely provide assessment and management of chronic health conditions. Mental health services at the DWC include short-term counseling; sport and health psychology services; risk assessment and referral; advocacy and collaboration for care (case management); and referral to resources for appropriate level of care. Referrals to an off-campus provider for longer-term care, and/or more specialized care, are often provided depending on the client's needs.

2. Receive a letter from the care-provider outlining a plan of return that will reduce potential escalations in behaviors and identify helpful support mechanisms to best ensure academic success. It is recommended that the outlined plan provided by the care-provider be followed after returning to campus.
3. Complete and sign a release of information (ROI) that will allow the Dyson Wellness Center staff to communicate with the care-provider and/or the Office of Student Affairs, ensuring quality support and follow-up with efforts to increase the likelihood of the student's successful return to the academic environment.

A list of local care providers can be found at:

[cardinalnet.northcentralcollege.edu/student-life/dyson-wellness-center](http://cardinalnet.northcentralcollege.edu/student-life/dyson-wellness-center)

The staff at the Dyson Wellness Center can help with a referral and/or in navigating insurance-related issues. Please call the Dyson Wellness Center with any questions: (630) 637-5550

## Retaliation and Harassment

Faculty, staff, students, and third parties are prohibited from interfering with a student's right to take leave, seek reasonable accommodations, or otherwise exercise their rights under this policy. Retaliation is prohibited against students for exercising the rights articulated by this policy, including imposing or threatening to impose negative educational outcomes because a student requests a leave or accommodation, files a complaint, or otherwise exercises their rights under this policy.

### Pregnant students are protected from harassment that could include:

- › Verbal acts
- › Name-calling
- › Graphic and written statements
- › Sexual comments or jokes about a student's pregnancy
- › Sexually charged name-calling
- › Rumors about sexual activity
- › Sexual propositions or gestures
- › Other conduct that may be humiliating or physically threatening or harmful

## Complaint Process

Students who feel that they have been discriminated against based on their pregnant and/or parenting status can access the Title IX complaint process outlined in the Discrimination, Harassment, Sexual Misconduct and Retaliation policy.

### To make a report, contact:

Dr. Rebecca Gordon  
Assistant Vice President of Equity,  
Diversity, and Inclusion  
30 N Brainard St.  
Office #524, Old Main  
[rgordon@noctrl.edu](mailto:rgordon@noctrl.edu)  
(630) 637-5340

### For external inquiries:

Office for Civil Rights (OCR); Chicago Office  
U.S. Department of Education  
Citigroup Center  
500 W. Madison Street, Suite 1475  
Chicago, IL 60661-4544  
Telephone: (312) 730-1560  
Fax: (312) 730-1576  
Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)

## Definitions

### › Caretaking

| Caring for and providing for the needs of a child.

### › Medical Necessity

| A determination made by a health care provider (of the student's choosing) that a certain course of action is in the patient's (e.g. infant or mother) best health interests.

### › Parenting

| The raising of a child by the child's parents/legal guardians in the reasonably immediate postpartum period.

### › Pregnancy-Related Conditions

| Include (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.

### › 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 leave or accommodations.

### › Pregnant Student/Birth-Parent

| The student who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

### › Reasonable Accommodations

| For the purposes of this policy, changes in the academic environment or typical operations that are made to the extent possible in order to enable pregnant students, students with pregnancy-related conditions, and parenting students (whose accommodations relate to the medical necessity of the mother or child) to continue to pursue their studies and enjoy the equal benefits of the College.

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