



**PROMOTING AND SUPPORTING ACADEMIC SUCCESS  
FOR OUR PREGNANT AND PARENTING STUDENTS**

# Title IX of the Education Amendments

- Title IX prohibits discrimination on the basis of sex, including pregnancy and parental status, in educational programs and activities.

# Title IX of the Education Amendments

- Requires that students be allowed to continue participating in classes and extracurricular activities, even if they are pregnant.

# Excused Absences and Medical Leave

- Excused absences and medical leave:
  - The College must excuse absences due to pregnancy or childbirth for as long as the student's doctor says it is necessary.
  - The College must allow the student to return to the same academic and extracurricular status as before any medical leave began, which should include the opportunity for the student to **make up any missed work while the student was out.**

# Excused Absences and Medical Leave

- Instructors may NOT refuse to allow a student to submit work after a deadline because it was missed due to pregnancy or childbirth.
- If a portion of the class grade is based on participation or attendance and the student missed class due to pregnancy or childbirth, the student should be allowed to make up the participation or attendance credits.

# Non-Discrimination/Harassment

- The College must protect pregnant students from harassment and discrimination.

Discriminatory or harassing comments may include making sexual comments or jokes about a student's pregnancy, calling the student a sexually charged name, spreading rumors about the student's sexual activity, making sexual propositions or gestures.





## **SJR STATE COLLEGE NOTICE OF NON-DISCRIMINATION**

The College's non-discrimination statement is consistent with Board Rule SJR 3.12 Policy Statement on Equality of Opportunity and Nondiscrimination. The College complies with all applicable federal, state, and local laws, regulations, ordinances, orders, and rules.

In addition to Title IX prohibiting discrimination based on pregnancy, legislation was passed by the Florida Senate and House of Representatives on April 24, 2015 (and effective July 1, 2015) that prohibits Florida employers from discriminating on the basis of pregnancy.

# SJR STATE COLLEGE NOTICE OF NON-DISCRIMINATION

In accordance with Board policy, the College has developed and updated its non-discrimination statement as follows:

*St. Johns River State College, an equal access institution, prohibits discrimination in its employment, program and activities based on race, sex, gender identity, age, color, religion, national origin ethnicity, disability, pregnancy, sexual orientation, marital status, genetic information or veteran status. Questions pertaining to education equity, equal access or equal opportunity should be addressed to the College Title IX Coordinator/Equity Officer: Charles Romer, Room A0173, 5001 St. Johns Avenue, Palatka, FL 32177; (386) 312-4074; [charlesromer@sjrstate.edu](mailto:charlesromer@sjrstate.edu). SJR State online anonymous reporting [www.sjrstate.edu/report](http://www.sjrstate.edu/report). Inquires/complaints can be filed with the Title IX Coordinator/Equity Officer online, in person, via mail, via email or with the US Department of Education, Office of Civil Rights, Atlanta Office, 61 Forsyth St. SW Suite 19T70, Atlanta, GA 30303-8927.*



## 1.1.1 Procedure on Pregnancy Accommodations

Title IX of the Education Amendment Act of 1972 prohibits discrimination on the basis of sex, including pregnancy and related conditions, in educational programs and/or activities.

St. Johns River State College does not discriminate against any student on the basis of pregnancy or related conditions, including childbirth, false pregnancy, termination of pregnancy or recovery therefrom.

## 1.1.1 Procedure on Pregnancy Accommodations

The College will treat pregnancy as a justification for a leave of absence for so long a period of time as deemed medically necessary by the Student's physician in writing; and, at the conclusion of this period of time, the Student shall be reinstated to the status she held prior to the leave.

Students will be given the opportunity to make up missed work. Prompt and appropriate communication by the student is necessary to ensure appropriate accommodations are provided.

# 1.1.1 Procedure on Pregnancy Accommodations

All requests for leave of absences should be submitted to:

Charles Romer

Director of Human Resources

Title IX Coordinator/Equity Officer

386-312-4074

[charlesromer@sjrstate.edu](mailto:charlesromer@sjrstate.edu)

# 1.1.1 Procedure on Pregnancy Accommodations

Pregnant students and those with related conditions:

- Are only required to provide medical certification allowing continued school participation if this certification is required for all students with physical or emotional conditions requiring the attention of a physician;
- Shall be provided necessary and reasonable accommodations to allow them to continue to participate in the educational program of activity. These accommodations may vary based on the type of pregnancy, as well as the type of program in which the student is involved;
- Shall be allowed to return to the same academic and extracurricular status as before the pregnancy-related medical leave began.

## 1.1.1 Procedure on Pregnancy Accommodations

Students needing additional assistance can seek accommodations from the Academic Advising Office on any campus (Orange Park – 904-276-6855, Palatka – 386-312-4035, St. Augustine – 904-808-7402).





## FREQUENTLY ASKED QUESTIONS

Can SJR State require a pregnant student to obtain a doctor's permission before allowing her to attend College late in her pregnancy if we are worried about the student's health or safety?

We cannot require a pregnant student to produce a doctor's note in order to stay in school or participate in activities, including interscholastic sports, unless the same requirement to obtain a doctor's note applies to all students being treated by a doctor. We cannot treat a pregnant student differently from other students being cared for by a doctor, even when a student is in the later stages of pregnancy; there is no presumption that a pregnant student is unable to attend or participate in activities and programs.



## FREQUENTLY ASKED QUESTIONS

Can harassing a student because of pregnancy violate Title IX?

Yes. Title IX prohibits harassment of students based on sex, including harassment because of pregnancy or related conditions.



## FREQUENTLY ASKED QUESTIONS

What types of assistance must SJR State provide to a pregnant student?

To ensure a pregnant student's access to its educational program, when necessary, the College must make adjustments to the regular program that are reasonable and responsive to the student's temporary pregnancy status. For example, the College might be required to provide a larger desk, allow frequent trips to the bathroom or permit temporary access to elevators.



## FREQUENTLY ASKED QUESTIONS

In addition to allowing a pregnant student to attend classes, does the College need to allow her to participate in clubs, class activities, interscholastic sports, and other College-sponsored organizations?

Yes. Title IX prohibits the College from excluding a pregnant student from any part of its educational program, including all extracurricular activities, clubs, academic societies, honors programs, or interscholastic sports. A pregnant student must also be eligible to hold leadership positions in those activities.





## FREQUENTLY ASKED QUESTIONS

Does the College have to excuse a student's absences due to pregnancy or childbirth?

Yes. Title IX requires the College to excuse the student's absences due to pregnancy or related conditions, including recovery from childbirth, for as long as the student's doctor deems the absences to be medically necessary. When the student returns, she must be reinstated to the status she held when the leave began, which should include giving her the opportunity to make up any missed work.

The College may offer the student alternatives to making up the missed work, such as retaking the semester, taking part in an online course credit recovery program or allowing the student additional time in a program to continue at the same pace and finish at a later date.

The student is allowed to choose how to make up the work.





## FREQUENTLY ASKED QUESTIONS

What if an instructor or professor has his/her own policies about class attendance and make-up work?

Every College that receives federal financial assistance is bound by Title IX. The College must ensure that the policies and practices of individual instructors and professors do not discriminate against pregnant students.

# Additional Questions:

If you have additional questions, please contact Charles Romer, Director of Human Resources, Title IX Coordinator, Equity Officer.

386-312-4074      Direct Telephone Line

386-312-4070      Human Resources Department

[charlesromer@sjrstate.edu](mailto:charlesromer@sjrstate.edu)