

TCC Pregnancy and Parenting Guidance

Contents

Introduction	1
Rational.....	1
Definitions	2
Supportive Measures During Pregnancy	2
Supportive Measures During and After the Birth of the Child.....	2
Obtaining Supportive Measures.....	3
Supportive Measures List	3
Academic Class and Labs Hazards	4
Lactation Rooms.....	4
Extracurricular Activities.....	4
Privacy	4
Retaliation, Discrimination, or Harassment.....	5
Reporting.....	5

INTRODUCTION

Tulsa Community College is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 (Title IX). Sex discrimination, which can include discrimination based on pregnancy and related conditions, including recovery, is prohibited.

These guidelines are for students. Pregnant employees who need assistance should consult Human Resources or the TCC Handbook.

RATIONAL

These guidelines apply to all students at Tulsa Community College, educational programs, and extracurricular activities and assist students in receiving individualized reasonable supportive measures for pregnancy or related conditions. In addition, these guidelines provide instructions to employees working with pregnant students to provide supportive measures.

DEFINITIONS

1. **Pregnancy or Related Conditions:** including pregnancy, childbirth, termination of pregnancy, or lactation, as well as related medical conditions and periods of recovery.

These include (but are not limited to) morning sickness, prescribed bed rest, preeclampsia, childbirth, miscarriage, hospitalization, medical conditions arising in connection with pregnancy, lactation, and recovery from any of these conditions.

2. **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 reasonable supportive measures.
3. **Pregnant Student/Birth-Parent:** refers to the student who is or was pregnant. These guidelines apply to all pregnant persons, regardless of gender identity or expression.
4. **Parenting:** Attending to the medical needs of the child by their parents in the reasonably immediate postpartum period, not to exceed six months from birth.
5. **Supportive Measures:** Individualized reasonable changes in the environment to ensure equal access to the student's educational program or activity without reducing the rigor or typical operations that enable students to continue to pursue their studies.¹

SUPPORTIVE MEASURES DURING PREGNANCY

Who can receive Supportive Measures	For what reasons	For how long
Pregnant Student	Pregnancy or related conditions.	As long as medically necessary.

SUPPORTIVE MEASURES DURING AND AFTER THE BIRTH OF THE CHILD

Who can receive Supportive Measures	For what reasons	For how long ²
Pregnant Student	Pregnancy-related conditions of the birth parent or medically necessary conditions of the child	Up to six months from the birth of the child.

¹ Specific supportive measures are listed later in these guidelines.

² This time could be modified for extenuating circumstances.

OBTAINING SUPPORTIVE MEASURES

While pregnancy disclosure is voluntary, students do need to notify the college of their pregnancy or related conditions.

Student Responsibilities:

1. Students should contact their faculty regarding their academic supportive measures. As students' needs change over time, individual plans may be adjusted.
2. Students or their representatives can contact the Title IX office to coordinate specific actions to prevent sex discrimination and ensure the student's equal access to their education program.
 - a. The Title IX office may contact the student and their faculty to coordinate supportive measures for the student.
 - b. Students should work with their faculty to identify appropriate reasonable supportive measures and consider alternative academic adjustments.
3. Contact the Title IX office if supportive measures have not been implemented or the student is penalized because of their pregnancy or related conditions.

Employee Responsibilities:

If notified of a student pregnancy, employees should:

1. Provide reasonable supportive measures based on the student's needs.
2. Allow students to participate in classes and extracurricular activities even though they are pregnant.
3. Do not request or require a doctor's note or medical documentation. Contact the Title IX office for possible exceptions.
4. For absent students who have not completed assignments at the end of the class, provide an incomplete grade for the class.
 - a. Extend the class up to one more 16-week semester.
 - b. The 60% completion and passing guidelines for incomplete grades do not apply.
 - c. On the Incomplete Form for the final grade, if the student doesn't complete the work, assign an AW if the current grade isn't passing.

SUPPORTIVE MEASURES LIST

Supportive measures may include, but are not limited to:

1. Making modifications to the physical environment (such as accessible seating, standing or sitting);
2. Allowing for additional restroom breaks;
3. Extending deadlines and/or allowing the student to make up tests or assignments missed
4. Excusing absences;
 - a. This is irrespective of classroom attendance requirements set by a faculty member, department, or division.

- b. Upon their return, the student will be reinstated to the extent possible to the same status held prior to the absence.
5. Faculty may offer alternatives to making up any missed work;
6. Implementing incomplete grades for classes that will be resumed at a future date;
7. Allow for an Administrative Withdrawal (AW) if requested;
8. Allow remote learning options if available and requested;
9. Providing reasonable supportive measures requested by a pregnant student to protect the health and safety of the student and/or the pregnancy (such as allowing the student to maintain a safe distance from hazardous substances or equipment). Safety Data Sheets for labs are in a folder cage on the lab's wall;
10. Allowing breastfeeding students reasonable time and space to pump breast milk in a private, clean, and reasonably accessible location. Bathroom stalls do not satisfy this requirement;
11. In situations like clinical rotations, performances, labs, and group work, the institution will work with the student to devise an alternative path to completion, if possible, if the modification does not alter the program.

ACADEMIC CLASS AND LABS HAZARDS

If the student is enrolled in a class or lab where hazardous chemicals or equipment are present, the student can choose whether to participate in person or have a supportive measure (i.e. alternative assignment) covering the same learning objectives. The pregnant student is allowed to participate in class.

LACTATION ROOMS

TCC supports the rights of students wishing to use lactation rooms. TCC has dedicated Lactation rooms on every campus for any student, employee, or visitor to use to express milk. If the room is locked and not in use, please contact (918) 595-8888, and Campus Police will unlock the room. A current list of the lactation rooms is available at tulsacc.edu/titleix

EXTRACURRICULAR ACTIVITIES

Tulsa Community College and its employees will not require pregnant students to limit their involvement in school clubs, academic societies, honors programs, or athletics³. A pregnant student must be eligible to hold leadership positions in these activities. A pregnant student may not be excluded from an activity that is part of the school's educational program, even if the activity is not operated directly by the school.

PRIVACY

Information about pregnant students' requests for supportive measures will be shared with faculty and staff only to the extent necessary. Faculty and staff will regard all

³ TCC may require a student to obtain a doctor's certification to continue participation as long as such certification is required of all students participating.

information associated with such requests as private and will not disclose this information unless necessary.

RETALIATION, DISCRIMINATION, OR HARASSMENT

1. Discrimination or harassment of any member of the Tulsa Community College based on sex, gender identity, gender expression, pregnancy, or parental status is prohibited.
2. Tulsa Community College employees are prohibited from interfering with students' right to seek reasonable supportive measures or otherwise exercise their rights. Employees will not encourage students to withdraw or drop a class because of a pregnancy.
3. Tulsa Community College employees are prohibited from retaliating against students for exercising their rights, including imposing or threatening to impose negative educational outcomes because students request leave, request supportive measures, file a complaint, or otherwise exercise their rights.

REPORTING

The Title IX Coordinator is responsible for overseeing complaints of discrimination involving pregnant and parenting students. If you are experiencing harassment, discrimination, or retaliation due to pregnancy, TCC will address all complaints through the appropriate policy and provide supportive measures. Complaints may be submitted to the following:

"Report It" tulsacc.edu/Reportit

Compliance Officer

Title IX Coordinator

Office of Civil Rights Compliance

Heather Hancock

909 S. Boston Ave, Room 505, Tulsa, Oklahoma

(918) 595-7842

TCCTitleIX@tulsacc.edu

tulsacc.edu/titleix

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