

TITLE: Pregnant and Parenting Student Accommodations Policy

DATE(S) OF POLICY AND POLICY REVISION APPROVALS: September 9, 2024

In compliance with Title IX and its regulations, Luzerne County Community College defines “Pregnancy” to include pregnancy, childbirth, termination of pregnancy, lactation, or medical conditions and postpartum recovery related to pregnancy, childbirth, termination of pregnancy, or lactation.

Rights Related to Pregnancy

A student who is pregnant, postpartum, or otherwise meets this policy’s definition of “Pregnancy” is entitled to “reasonable academic adjustments,” defined as changes to policies, practices and procedures, when necessary to support equitable access to education.

When a reasonable academic adjustment or “reasonable modification” is requested by a student, medical documentation requests by Luzerne County Community College will be reasonable and necessary to determine the modifications that are needed. When the need for a reasonable academic adjustment or other modification is obvious, no medical documentation will be requested.

Luzerne County Community College’s Title IX Coordinator, in consultation with the affected student, will provide reasonable modifications to ensure equal access to education. It is the student’s choice whether to accept or decline the reasonable modification, but if the student accepts, it must be implemented. Examples of reasonable modifications include, but are not limited to: breaks during class (including to eat, drink, use the restroom, or for lactation purposes), intermittent absences for medical appointments, changes in scheduling of course sequence, extensions of time or rescheduling tests, allowing students to sit or stand, allowing the student access to water, counseling, access to online or homebound education, changes to physical space or supplies, and access to an elevator.

Lactating students and employees are entitled to a clean, non-bathroom space to pump breastmilk and/or breastfeed and to reasonable breaks to pump breastmilk and/or breastfeed.

A pregnant student is not required to provide a physician’s certification of ability to participate in an education program or activity of Luzerne County Community College. However, Luzerne County Community College may request a pregnant student produce a licensed healthcare provider’s certification that the student can participate in an education program or activity of Luzerne County Community College if a certified level of physical ability or health is required to participate in the education program or activity, all students in that education program or activity are required to produce such a certification, the certification is necessary, and the certification will not be used to discriminate.

Medical information shared by students who are pregnant, postpartum, or otherwise meet this policy’s definition of “Pregnancy” will be maintained in the files of the Title IX Coordinator. Release of information guidelines are outlined in LCCC’s Student Rights of Privacy and Access Policy as required by the Family Education Rights and Privacy Act (FERPA).

Luzerne County Community College must also allow a student who meets this policy’s definition of pregnancy to take a voluntary leave of absence for the time that is deemed medically necessary by the student’s licensed healthcare provider. When the student returns from leave, they must be reinstated to the same academic status, and as practicable, to the same extracurricular status that they held when the voluntary leave began.

“Pregnancy” within the meaning of this Policy will be treated the same as all other temporary medical conditions.

Response by Luzerne County Community College

An employee who is informed of a student’s pregnancy or related condition is required to provide the Title IX coordinator’s contact information and general information about the Title IX coordinator’s ability to take specific actions to prevent discrimination and ensure equal access. Once the Title IX coordinator is informed of the student’s pregnancy or related conditions, the Title IX coordinator must take specific actions, including informing the student of the institution’s legal obligations and the notice of nondiscrimination.

Filing a Title IX Complaint

Title IX protects against discrimination related to pregnancy as defined in this policy. To report pregnancy discrimination, contact the Title IX Coordinator.

Title IX Coordinator

Graceann L. Platukus, Ed.D.

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Information about Title IX requirements related to pregnancy is available from the U.S. Department of Education; Office of Civil Rights at their website www2.ed.gov/ocr. Title IX Complaints can also be filed with the United States Department of Education’s Office of Civil Rights. The regional office can be contacted at U.S. Department of Education, The Wanamaker Building, 100 Penn Square East, Suite 515, Philadelphia, PA 19107-3323. Telephone: (215) 656-8541. Facsimile: (215) 656-8605. Email: OCR.Philadelphia@ed.gov.