



## **OFFICE OF COUNSELING AND STUDENT DISABILITY SERVICES**

### ***Pregnant and Parenting Services***

South Texas College is committed to creating and maintaining an inclusive and accessible learning environment for all students.

Title IX of the Education Amendments of 1972, a Federal Civil Rights Law, prohibits discrimination based on sex in education programs or activities. Title IX protects students in all of the academic, educational, extracurricular, athletic, and other programs or activities of schools. This includes discrimination against pregnant and parenting students.

---

#### ***Pregnant and Parenting Student Protections under Title IX***

##### **Protection from Harassment and Discrimination**

Students are protected from harassment based on sex, gender, gender identity, gender expression, pregnancy or parental status. Harassing conduct can take many forms, including verbal acts and name-calling, graphic and written statements, and other conduct that may be humiliating or physically threatening or harmful.

Specifically, Title IX prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

##### **Right to Participate**

Students must be allowed to participate in classes, school clubs, sports, honor societies, student leadership opportunities and other activities and not require students to submit a doctor's note unless the school requires a doctor's note from all students who have a physical or emotional condition requiring treatment by a doctor.



**Pecan Campus: (956) 872-2173**  
**Mid-Valley Campus: (956) 447-1229**  
**Starr County Campus: (956) 488-5864**  
**Technology Campus: (956) 872-6125**  
**Nursing & Allied Health Campus: (956) 872-3077**

**Email:**  
[counseling@southtexascollege.edu](mailto:counseling@southtexascollege.edu)

**Website:**  
<https://studentservices.southtexascollege.edu/counseling>

### **Absence(s):**

#### **Pregnancy-Related Absences**

Schools are required to excuse absences for students who are pregnant and parenting for as long as their doctor deems the absences to be medically necessary. The length of absence may vary depending on the high-risk pregnancy or childbirth, this includes but not limited to medical appointments. Under Title IX, Pregnancy and Parenting students cannot be penalized for the leave taken. The student will be placed in the same academic and extracurricular status they held before taking the leave.

#### **Make-Up Work for Pregnancy Related Absences**

Schools are required to provide the student with the appropriate assignments and information to make up all of the work a student would have been required to complete for that semester. A school may offer the student alternatives to making up missed work, such as retaking a semester, taking part in an online course or allowing the student additional time in a program to continue at the same pace and finish at a later date, especially for longer periods of leave. Students must be provided with a "reasonable amount of time" to make up any work missed and be allowed to choose how to make up the work.

### **Frequently Asked Questions:**

#### **How do Students Exercise their Pregnant and Parenting Rights, under Title IX at South Texas College?**

South Texas College students seeking accommodations due to their pregnancy or parenting status are encouraged to contact the Counseling and Student Disability Service Office at the campus they are attending.

Students are responsible for providing appropriate medical documentation identifying reasonable restrictions/accommodations due to their pregnancy or childbirth.

A Counselor will provide the student with an accommodation memo and the student will present the memo to their Faculty for their review and acknowledgement.

Students are required to return the accommodation memo to the Counseling and Student Disability Service Office.

If the student does not have any restrictions due to their pregnancy, a Counselor will contact the student's instructors and make them aware that the student is protected under Title IX and does not have any current restrictions.

#### **Does a student need a referral to be counseled regarding Title IX Pregnant and Parenting Services?**

No. A student can be counseled without a referral on a walk-in basis.

#### **Are the rights of the student under Title IX retroactive?**

Students seeking retroactive support will be addressed as any other disability as per South Texas College policies and procedures. Each case will be assessed on their individual merits and on a case-by-case basis.

#### **Can a faculty lower a student's grade because of classes missed?**

No. Our College requires for our faculty to provide the student the opportunity to earn back the credit from classes a student missed due to pregnancy or pregnancy related condition(s).

#### **Can a faculty request a doctor's note for absence(s)?**

Yes. A faculty may require a doctor's note from students protected under Title IX, only if they require students with other medical conditions to submit a doctor's note for absences. A doctor's note does not have to reveal any personal medical information. A student's privacy is respected and confidential at our College.

### **How will Title IX Pregnant and Parenting Services affect the student's federal funding?**

If a student is receiving federal funding, the student is encouraged to meet with the Office of Student Financial Services to discuss how a change in registration could potentially affect their current and further financial aid eligibility.

### **Complaint Procedure(s):**

Students who have concerns about support on pregnancy related conditions are encouraged to meet with their assigned Counselor who provided the accommodations memo and voice their concerns with the accommodations they have been provided. If the student is not satisfied with the result, they may file a formal complaint.

If you feel discriminated against because you are pregnant or have a pregnancy related medical conditions, you may report the incident or complaint at <https://www.southtexascollege.edu/report/index.html>.

Harassment, Discrimination, and Sexual Misconduct Procedures can be found at: <https://www.southtexascollege.edu/about/notices/title-ix.html>.

South Texas College Title IX Coordinator and Title IX Deputy Coordinator(s) are as follows:

#### Title IX Coordinator

Mary G. Elizondo, *Vice President for Finance and Administrative Services* (956) 872-3558

#### Title IX Deputy Coordinators

Brenda J. Balderaz, *Human Resources Director* (956) 872-5057  
Janette Garcia, *Institutional Equity Manager* (956) 872-2307  
Santa E. Pena, *Director of Counseling* (956) 872-2140  
Paul B. Varville, *Chief Administrator of the Department of Public Safety and Regional Center for Public Safety Excellence* (956) 872-2330

For Title IX information, visit the Title IX website at: [www.southtexascollege.edu/go/title-ix](http://www.southtexascollege.edu/go/title-ix).

### **Formal Complaint Procedure Outside South Texas College**

A student may file a formal complaint to the Office for Civil Rights – Dallas Office – U.S. Department of Education; 1999 Bryan Street, Suite 1620, Dallas, Texas 75201-6810; Telephone (214) 661-9600; Fax (214) 661-9587; TDD (800) 877-8339; Email: [OCR.Dallas@ed.gov](mailto:OCR.Dallas@ed.gov)

### **Resource(s):**

U.S. Department of Education, Know Your Rights  
<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html>

U.S. Department of Education, Dear Colleague Letter June 25, 2013  
<https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201306-title-ix.html>

National Women's Law Center, Education and Title IX  
<https://nwc.org/issue/education-title-ix/>

The Pregnant Scholar  
<http://www.thepregnantscholar.org/>

TitleIX.com, The Internet's Primary Clearinghouse for All Things Title IX  
<https://www.titleix.com/>

*South Texas College is an equal education and equal employment opportunity/affirmative action employer. As an equal education institution and equal opportunity employer, the College does not discriminate on the basis of race, color, national origin, religion, age, sex, sexual orientation, gender, gender identity, disability, genetic information, or veteran status. Discrimination is prohibited and the College will comply with all applicable College policies, and state and federal legislation. This policy extends to individuals seeking employment with and admission to the College.*

Notice of Non-Discrimination <https://www.southtexascollege.edu/about/notices/equalopportunity.html>

Updated by SEP, 09/2018