

# LAKE LAND COLLEGE

## STUDENTS EXPERIENCING PREGNANCY OR RELATED CONDITIONS

Title IX of the Education Amendments of 1972 ("Title IX") prohibits discrimination on the basis of current, potential, and past pregnancy and related conditions, as well as current, potential, and past parental, family, and marital status. Title IX requires that Colleges treat pregnancy and related conditions in the same manner and under the same policies as other temporary medical conditions. Lake Land College has adopted these procedures to prevent sex discrimination based on pregnancy and related conditions and to ensure equal access to the College's education programs and activities.

### **What does "pregnancy or related conditions" mean?**

"Pregnancy or related conditions" means pregnancy; childbirth; termination of pregnancy; lactation; medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or recovery from pregnancy, childbirth, termination of pregnancy, lactation or related medical conditions.

### **What does "parental status" mean?**

A person has "parental status" if they are: a biological parent; an adoptive parent; a foster parent; a stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation or adoption of such a person.

### **What should a student experiencing pregnancy or a related condition do?**

As early as possible, the student should contact the Counselor for Student Accommodations and Mental Health Initiatives who can coordinate reasonable modifications to the College's policies, practices, or procedures to enable the student to access the College's education program or activity.

### **Reasonable Modifications**

Reasonable modifications will be based on the student's individualized needs and may include, but are not limited to, additional breaks; changes to schedule; time extensions; changes in supplies/uniforms; absences for medical appointments; changes to course sequence; access to lactation space; access to a separate and comparable portion of the program or activity; or a voluntary leave of absence to cover a period of time deemed medically necessary.

A modification that would fundamentally alter the nature of the College's education program or activity is not a reasonable modification.

The College will require documentation supporting pregnancy or a related condition only when it is necessary and reasonable in order to determine appropriate reasonable modifications or other additional specific actions.

### **CONTACT INFORMATION:**

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