



SAN DIEGO COMMUNITY COLLEGE DISTRICT

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Student Services

DRAFT

Advisory on Pregnancy as a Temporary Disability

Colleagues,

The District has recently received a number of inquiries related to appropriate standards and processes related to providing accommodation for pregnant students.

Following is clarification of the district's obligations to students with regards to pregnancy and/or childbirth

- Medical issues related to pregnancy and childbirth are covered under Title IX's prohibition of discrimination based on sex.
- The U.S. Department of Education's regulations and guidance clearly state that this prohibition of discrimination means that an institution should treat pregnancy in the same manner as any short term disability.
- In addition to treating pregnancy in the same manner as any other disability (for example, with respect to the need to provide accommodations), Title IX regulations and guidance explicitly state that schools must:
 - excuse absences due to pregnancy or childbirth for as long as the student's doctor states it is necessary;
 - allow students to return to the same academic and extracurricular status as before the medical leave began;
 - provide students the opportunity to make up any work missed while they were out.

To accomplish this, the District's Title IX team has coordinated with the Disability Support Programs and Services ("DSPS") offices to streamline and clarify procedures for use when a pregnant student needs or requests an accommodation:

- Students experiencing a medical issue including or related to pregnancy or childbirth who need or request an accommodation should be referred to DSPS, who will evaluate and authorize appropriate accommodations.
- As with other accommodations, DSPS faculty may consult with instructional faculty when evaluating what accommodations are appropriate, but the final determination will be made by the DSPS faculty member.

A detailed FAQ is being developed and will be posted on District's Title IX webpage. Updates will be provided as needed.