



Pregnant and Breastfeeding Student Information and Resources

Title IX states that no person in the United States, on the basis of sex, can be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance, including pregnancy, childbirth, breastfeeding and related medical conditions. In addition, employees cannot retaliate against a student for exercising their rights, nor can they require a student to take a leave of absence or withdraw from or limit their studies due to pregnancy, childbirth, breastfeeding or related medical conditions.

Accommodations

Reasonable accommodations are available to students who are pregnant or breastfeeding and vary depending on course requirements.

Accommodations to consider for pregnant students include the following:

- Additional or longer breaks;
- Temporary access to elevators;
- Temporary modification to the workspace such as seating;
- Extension for assignments; and
- Schedule changes.

Breastfeeding student accommodations may include the following:

- Reasonable breaks to express breast milk;
- Excused absences from class or field experiences as necessary to allow expression of breast milk;
- Use of lactation room to express breast milk.

Absences and Making up Missed Work

Students absent for medically necessary reasons related to pregnancy, childbirth or breastfeeding are allowed to return to the same academic status as before the absences and be allowed to make up missed work, including any missed participation-related points, as long as the student's doctor deems the absence medically necessary. Instructor's rules about attendance and make-up work generally cannot override these legal accommodation requirements.

Mother's Rooms

Space is available on the Normandale campus for students, staff and faculty to breastfeed or pump milk in a private and clean individual room at the following locations:

- College Services building in room C1198 - has a refrigerator
- Partnership Center building in room P1805
- Library building in room L1700W.

Key card access for students for all Mother's Rooms is available through Debbie Tillman, the Title IX Pregnant and Parenting deputy in L2755, by calling 952-358-8623 or emailing debbie.tillman@normandale.edu. **Employees** may set up keycard access through the Public Safety Office located in the Fine Arts Building in room F1250, and **Visitors** should connect with the Public Safety Office by calling 952-358-8280 for entry assistance. Campus maps are available at www.normandale.edu/directory/campus-maps-and-directions.

Lab Classes

Lab involvements by a pregnant student are determined on a case-by-case basis. If a student's health care provider says it is safe for a student to do experiments, faculty should comply with that decision. If a health care provider says it is unsafe, faculty should allow the student to make-up the assignment later.

Semester Leaves and Scholarships

Student-loan borrowers who would like to take a semester off and keep their student status or scholarships should contact the financial aid office to determine the impact of a leave. Recipients of any type of financial aid including grants, loans and scholarships should discuss the impact of taking fewer credits with the financial aid office staff in C1074 or by calling 952-358-8250.

Accommodation Plans

Pregnant and breastfeeding students can work out a plan individually with their instructors for course completion and making up missed work, or students and faculty can communicate with the Title IX staff who can facilitate the conversation and plan implementation. Students and faculty who have developed a plan should forward it to the Title IX staff for review. Contact the Title IX Pregnant and Parenting Deputy by emailing debbie.tillman@normandale.edu, calling 952-358-8623, or stopping by L2751/L2755. Documentation from a medical provider is usually requested to determine medically necessary absences or other accommodation requests.

Resources Available for Pregnant and Parenting Students

- Prenatal Care: [A list of free and low-cost metro prenatal care](#)
- [Child care listings for the metro area](#)
- [Hennepin county housing options](#) and [a second listing of Hennepin county housing options](#)
- [Transportation listings](#)
- [Free clinics and community health centers in Hennepin County](#)
- [Minneapolis, Hennepin County and parts of St. Paul assistance programs](#)

This document is based on information from the U.S. Department of Education, Office of Civil Rights, Supporting the Academic Success of Pregnant and Parenting Students: Under Title IX of the Education Amendments of 1972 and is available in alternate formats or languages by contacting titleix@normandale.edu or calling 952-358-8512.