

Northeast Texas Community College Pregnancy and Parenting Discrimination Policy

Policy Statement:

Northeast Texas Community College is committed to providing equal opportunities and a supportive environment for all students. This policy ensures that pregnant and parenting students are not subject to discrimination and are provided with reasonable accommodations to maintain their educational pursuits.

Non-Discrimination:

Northeast Texas Community College does not discriminate against any student based on their pregnancy, childbirth, or related conditions. Discrimination in any form, including but not limited to admissions, enrollment, program participation, and academic opportunities, is strictly prohibited.

Staff Liaison:

Northeast Texas Community College has designated Linda Forest as the Pregnancy and Parenting liaison. Linda is available in the Student Services Center during standard office hours.

Phone – 903-434-8192 Email – lforest@ntcc.edu

Accommodations:

Northeast Texas Community College is dedicated to providing reasonable accommodations related to a student's pregnancy, childbirth, or any resulting medical status or condition. These accommodations may include but are not limited to:

- Flexible scheduling for classes and examinations.
- Modifications to assignment due dates or course requirements.
- Access to lactation rooms for nursing or pumping mothers.
- Temporary leave of absence when medically necessary.
- Information and referrals to community resources for parenting support.

Confidentiality:

Northeast Texas Community College respects the privacy and confidentiality of pregnant and parenting students. All information related to a student's pregnancy, childbirth, or parenting status will be handled with sensitivity and care. Disclosure of such information will be on a need-to-know basis.

Reporting and Grievance Procedures:

Students who believe they have experienced discrimination or require accommodations related to pregnancy or parenting should contact the Office of Special Populations at 903-434-8264. If necessary, the institution will provide guidance on the process for filing a complaint and ensure that complaints are investigated promptly and fairly.

Support Services:

Northeast Texas Community College offers support services and resources to pregnant and parenting students, including counseling services, information on childcare options, and referrals to relevant community resources.

Lactation Accommodations:

Northeast Texas Community College provides dedicated lactation rooms or spaces for nursing mothers. These spaces are equipped with the necessary amenities for comfortable breastfeeding or pumping.

Review and Compliance:

This policy will be reviewed periodically to ensure compliance with federal and state laws. Northeast Texas Community College is committed to fostering a campus environment that supports all students, regardless of their pregnancy or parenting status.

Effective Date:

This policy is effective as of January 15, 2024.