

Notice of Title IX Pregnancy/Parenting & Nondiscrimination

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is an all-encompassing federal law that prohibits discrimination on the basis of sex of students and employees of educational institutions that receive federal financial assistance.

This prohibition includes discrimination against pregnant and parenting students. Students may request adjustments based on general pregnancy needs or accommodations based on a pregnancy-related complication.

- ***Title IX* prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.**
- **Under *Title IX*, it is illegal for schools to exclude a pregnant student from participating in any educational program. Schools may implement special instructional programs or classes for a pregnant student, but participation must be completely voluntary on the part of the student, and the programs and classes must be comparable to those offered to other students.**
- **Schools must excuse a student's absences because of pregnancy or childbirth for as long as the student's doctor deems the absences medically necessary. When a student returns to school, they must be allowed to return to the same academic and extracurricular status as before their medical leave began.**
- **Any special services provided to students who have temporary medical conditions must also be provided to a pregnant student.**

North Hennepin Community College is committed to creating an accessible and inclusive environment for pregnant and parenting students.

Title IX regulations detail how the law applies to a range of specific activities and policies that affect pregnant and parenting students. These regulations govern activities both in and outside of the classroom.

- **Class attendance. Students may not be prevented from attending class on the basis of pregnancy. Separate programs or schools for pregnant and parenting students must be completely voluntary and must offer opportunities equal to those offered for students who are not pregnant or parenting.**

Engaging students, changing lives

North Hennepin Community College

7411 85th Avenue North, Brooklyn Park, MN 55445-2231 p 763.488.0391 e info@nhcc.edu w nhcc.edu

Equal Opportunity Educator and Employer. To receive this information in an alternate format, call 763.493.0555 (voice) or via the Minnesota Relay at 1.800.627.3529.

- **Excused absences.** Absences due to pregnancy or childbirth must be excused for as long as is deemed medically necessary by the student's doctor.
- **Make-up work.** Title IX requires schools to let students make up work missed because of pregnancy or related conditions, including recovery from childbirth.
- **Tutoring or other accommodations.** If the school provides tutoring or homebound instruction services to other students with medical conditions or temporary disabilities, it must provide such services to pregnant or parenting students on the same basis.
- **Breast milk expression.** Parenting students must be permitted reasonable breaks to express breast milk during educational programming and should have access to a private space that is not a bathroom in which to do so.
- **School activities.** Schools must allow pregnant or parenting students to continue participating in activities and programs outside of class, such as sports, extracurricular activities, labs, field trips, and career rotations.
- **Scholarships.** Schools cannot terminate or reduce athletic, merit, or need-based scholarships because of pregnancy.

Sexual Harassment Minnesota State system further defines sexual harassment as a form of sexual discrimination which is prohibited by state and federal law. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature. Sexual Harassment may involve:

- Repeatedly pressuring an individual for dates or sexual favors
 - Repeatedly displaying sexually explicit visual material (calendars, posters, cards, software, and websites)
 - Repeatedly giving or sending inappropriate gifts, calls, letters, or e-mails
 - Promises or rewards (a better grade, or a promotion) in return for sexual favors
 - Unwelcome physical contact
 - Sexual assault, domestic violence, dating violence, or stalking*
- *While all hostile environment sexual harassment is against the law, sexual assault, domestic violence, dating, violence, and stalking are also criminal acts and should also be reported to the campus or city police.*

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Sexual violence

A continuum of conduct that includes sexual assault, non-forcible sex acts, dating and relationship violence, stalking, as well as aiding acts of sexual violence¹.

Retaliation

Retaliation against members of North Hennepin Community College who exercise their right to report discrimination or harassment is prohibited by the state, the federal government, and college policy. Retaliation includes, but is not limited to, intentionally engaging in any form of intimidation, reprisal, or harassment against an individual. Any individual who intentionally engages in retaliation shall be subject to corrective action as appropriation.²

Prevention and Training. To ensure our students are educated on the importance of sexual harassment and sexual violence North Hennepin Community College provides training to students and employees on our campus. All students, including PSEO students, are required to complete the online D2L Sexual Violence Prevention Training course within the first ten (10) days of classes. Throughout the academic year, programming will be conducted for education and awareness of nondiscrimination, discriminatory harassment, and sexual violence by the college programs and departments.

Title IX Coordinator

To report an incident of Sexual Violence, Dating Violence, Stalking, Harassment, or Discrimination please contact your Title IX Coordinators.

Students contact:

- **Elton Dahn, Dir. of Student Conduct and Conflict Resolution, Title IX Coordinator**
763-488-0229, ES 118F, Elton.Dahn@nhcc.edu
- **Lindsay Fort, Interim VP of Student Success, Title IX Deputy Coordinator**
763-424-0736, ES 118E, Lindsay.Fort@nhcc.edu

Employees contact:

- **Melissa Danner, Interim Chief Human Resources Officer**
763-424-0955, ES 31, Melissa.Danner@nhcc.edu

¹ Minnesota State Board Policy 1B.3 Sexual Violence Policy
<http://www.minnstate.edu/board/policy/1b03.html>

² 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education
<https://www.minnstate.edu/board/policy/1b01.html>

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