

YOUR RIGHTS

- ❑ You may continue to participate in classes and extracurricular activities even though you are pregnant.
- ❑ Your teachers must provide you with reasonable accommodations, that include but are not limited to, frequent trips to the restroom because of your pregnancy or permission to take a break to pump breast milk if you are nursing.
- ❑ Your professor must excuse absences due to pregnancy or childbirth for as long as your doctor says it is necessary.
- ❑ Your professors should allow you to make up any work missed while you were out on parental leave.
- ❑ You have the right to be free of retaliation. If you complain to school officials or your Title IX coordinator, teachers and administrators cannot retaliate or punish you for speaking out.

CAMPUS RESOURCES

Vice President of Student Affairs
A-216 718-368-5563

Director of Public Safety
L-202 718-368-4800

Title IX Coordinator
V-231 718-368-6896

Counseling Services
D-102 718-368-5975

Women's Center
M-382 718-368-4700

Health Services
A-108 718-368-5684

Men's Resource Center
U-218 718-368-5864

PREGNANT/PARENTING STUDENT RIGHTS

INFORMATION AND RESOURCES



KINGSBOROUGH
COMMUNITY COLLEGE

★ DREAMS BEGIN HERE ★

FREQUENTLY ASKED QUESTIONS

Does my school have to excuse my absences due to pregnancy/childbirth?

Absences due to pregnancy or any related conditions should be excused for as long as your doctor says it is necessary for you to be absent.

My professor adjusts grades based on class attendance. Can she lower my grade because of the classes I miss?

You cannot be penalized for pregnancy or related conditions. If a professor provides specific “points” or other advantages to students based on class attendance, you must be given the opportunity to earn back the credit from classes you miss due to pregnancy, so that you can be reinstated to the status you held before you took leave.

But what if my professor says that absence/make-up work policies are up to each individual professor?

While that may be the professor’s practice, school administration and professors are bound by federal law. Title IX requires that colleges ensure that all faculty and staff comply with the law and do not discriminate against pregnant and parenting students. An individual professor’s policy is not okay if it breaks the law.

If you experience any kind of trouble on campus because you are pregnant or parenting, report the problem right away to your Title IX Coordinator or other designated campus official.

WHAT IS TITLE IX?

Title IX is a landmark federal civil rights statute that prohibits sex-based discrimination in education.

Title IX addresses discrimination against pregnant and parenting students and women. It also addresses sexual harassment, gender-based discrimination, and sexual violence.

Title IX does not apply to female students only.

Title IX protects any person from sex-based discrimination, regardless of their real or perceived sex, gender identity, and/or gender expression. Female, male, and gender non-conforming students, faculty, and staff are protected from any sex-based discrimination, harassment or violence.

WHAT SHOULD I DO IF I AM NOT BEING ACCOMMODATED?

Kingsborough Community College has a designated Title IX Coordinator who can provide information and help you explore your options.

If you choose to file a complaint, CUNY has a process for dealing with Title IX violations. You can learn more on the Title IX webpage (see under Additional Information). Kingsborough will always do their best to keep your information on a need to know basis.

If you would like to speak with a support counselor confidentially, visit Counseling Services or the Women’s Center.

FREQUENTLY ASKED QUESTIONS

Classmates and even professors have made offensive comments to me about my pregnancy. Should I complain to the school about it?

Title IX requires colleges to prevent and address harassment based on pregnancy. If you experience this sort of treatment on campus, you should seek out the Title IX Coordinator to discuss your options. You will not be retaliated against for making a complaint or raising a concern.

I want to take a semester off. Can I keep my student status, scholarships, etc.?

Not necessarily. If you want to take off more time than your doctor says is medically necessary, Kingsborough’s non-medical leave policy would apply.

What if I work for the school as a graduate assistant, in addition to being a student? Do I still have the same rights? Do I qualify for maternity leave?

Your rights as an employee are different from your rights as a student. If you work for the college, you may be eligible for family or medical leave, or may qualify for maternity leave, but that may not include leave from your classes, beyond what is medically necessary.

*Your campus Title IX Coordinator can be reached at:
Phone: 718-368-6896
Office: V-231*