

## **Title IX Rights and Resources for Pregnant and Parenting Individuals**

### **Introduction**

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex, including pregnancy, childbirth, and related conditions. Hinds Community College is committed to fostering a supportive and inclusive environment for all students and employees.

### **Your Rights Under Title IX**

Title IX ensures that pregnant and parenting individuals are not discriminated against and are entitled to the same educational opportunities as their peers. This includes protection from discrimination based on:

- Pregnancy
- Childbirth
- False pregnancy
- Termination of pregnancy
- Recovery from any of these conditions

### **Accommodations and Adjustments**

Hinds Community College provides reasonable accommodations to support pregnant individuals. Accommodations may include:

- Larger desks
- Breaks during class
- Access to elevators
- Excused absences for medical appointments
- Flexibility with deadlines and exams

### **How to Request Accommodations:**

Contact the Title IX Coordinator or the Disability Support Services Office to request accommodations. Provide the necessary medical documentation to support your request.

### **Medical Leave**

Pregnant students and employees are entitled to medical leave for pregnancy, childbirth, and related conditions.

### **Requesting Medical Leave:**

- Students: Contact the Title IX Coordinator and provide a note from your healthcare provider.

- Employees: Contact Human Resources to discuss leave options under the Family and Medical Leave Act (FMLA) and other relevant policies.

### **Lactation Support**

Hinds Community College supports breastfeeding individuals by providing dedicated lactation rooms.

### **Accessing Lactation Facilities:**

- Contact the Title IX Coordinator or Dean of Students Office for information on lactation room locations and access procedures.

### **Academic Adjustments**

Academic flexibility is available for pregnant students to ensure they can continue their education without penalty.

Adjustments May Include:

- Rescheduling exams
- Extending deadlines
- Providing alternative assignments
- Excused absences

### **How to Arrange Academic Adjustments:**

Contact the Title IX Coordinator or your academic advisor to discuss your needs and arrange necessary adjustments.

### **Support Services**

Hinds Community College offers a variety of support services to assist pregnant and parenting individuals, including:

- Counseling Services: Confidential counseling and support.
- Childcare Services: Information on available childcare resources.

### **Contact Information:**

- Counseling Services: 601-857-3611, [Kelly.white@hindsc.edu](mailto:Kelly.white@hindsc.edu)
- Childcare Services on the Rankin Campus, Utica Campus, and the Jackson Campus: Shakira Cain, (601)987-8759, [shakira.cain@hindsc.edu](mailto:shakira.cain@hindsc.edu)

### **Complaint and Grievance Procedures**

If you experience discrimination or harassment related to pregnancy, you have the right to file a complaint.

### **How to File a Complaint:**

- Contact the Title IX Coordinator: DeAndre House, (601)857-3353, [deandre.house@hindsc.edu](mailto:deandre.house@hindsc.edu), Denton Hall Raymond Campus
- Complete a complaint form available on the Hinds Community College Title IX webpage.

### **Confidentiality and Privacy**

Hinds Community College is committed to maintaining the confidentiality and privacy of all individuals seeking support and accommodations for pregnancy-related issues.

### **Privacy Measures:**

- Information shared will be kept confidential and only disclosed to necessary personnel.
- You will be informed about who will have access to your information.

### **Retaliation Protections**

Retaliation against individuals who are pregnant or who request accommodations is strictly prohibited.

### **Reporting Retaliation:**

- Contact the Title IX Coordinator immediately if you experience retaliation.

### **Training and Awareness**

Hinds Community College provides ongoing training to faculty, staff, and students to ensure awareness and understanding of Title IX rights and responsibilities.

### **Frequently Asked Questions (FAQs)**

Q: Can I be excused from class for medical appointments?

A: Yes, you are entitled to excused absences for medical appointments related to pregnancy.

Q: What if I need to take a leave of absence?

A: You can request a medical leave of absence by contacting the Title IX Coordinator or Human Resources.

Q: Are there support services available for parenting students?

A: Yes, we offer a range of support services, including counseling, health services, and childcare resources: Title IX Coordinator, Counseling Services, and Childcare Services

For more information or to request assistance, please visit the Title IX Office or contact us at [titleix@hindsc.edu](mailto:titleix@hindsc.edu).