

# ACCOMMODATIONS RELATED TO PREGNANCY, LACTATION, PARENTING, OR PREGNANCY-RELATED CONDITIONS

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## Accommodations Related to Pregnancy, Lactation, Parenting, or Pregnancy-Related Conditions

Under Title IX and the Texas Education Code, the College may not discriminate against any student or applicant or exclude any student or applicant from the College's education program or activity based on a student's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery. In addition, Title IX regulations prohibit an educational institution from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex. See 34 C.F.R. 106.40(b)(1).

Reasonable accommodations may include, for example, extra restroom breaks, an extension of time to complete an assignment, a private space for lactation, or a leave of absence following childbirth or miscarriage. Inquiries about accommodations and potential medical documentation requirements should be addressed to [accessibility.services@sjcd.edu](mailto:accessibility.services@sjcd.edu) or the Title IX Coordinator for students ([joanna.zimmermann@sjcd.edu](mailto:joanna.zimmermann@sjcd.edu)). Specific adjustments will be handled on a case by case basis and will depend on the student's needs, the academic requirements of the program or activity, and whether providing the accommodation would impose a significant financial or administrative burden. Academic accommodations that would fundamentally affect or change the nature of a program or course being taught or fundamentally alter the essential requirements of instruction or course requirements are not considered a reasonable academic accommodation.

A student or applicant who has been subjected to discrimination or harassment based on pregnancy, pregnancy-related condition, termination of pregnancy, or parenting or marital status may file a complaint in accordance with Procedure 300 (<https://publications.sanjac.edu/student->