



Pregnancy and Parenting Resources for TSTC Students and Employees

TSTC is committed to creating an accessible and inclusive environment for pregnant and parenting students and employees.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex, pregnancy and parenting, in education programs or activities, including academic, educational, extracurricular, athletic and other programs or activities of schools.

Who is eligible for pregnant and parenting accommodations?

Any TSTC employee or student who is pregnant and/or expecting or welcoming a child, including through adoption, is eligible. This includes all parents (not only those carrying the child), surrogates, adoptive parents, people whose pregnancy is terminated, and people who experience a miscarriage.

What are examples of accommodations a student may request?

- A larger desk.
- Breaks during class/work schedule, as needed.
- Rescheduling tests or exams.
- Excusing absences due to pregnancy or related conditions.
- Submitting work after a deadline due to pregnancy or childbirth.
- Providing alternatives to make up missed work.
- On-campus nursing stations.

Employees may also request Title IX-related accommodations.

Examples of those are as follows:

- Frequent, longer or additional restroom breaks.
- Ability to sit more often.
- No lifting of heavy objects.
- Schedule flexibility.
- On campus nursing stations.

How do students exercise their pregnant and parenting rights under Title IX at TSTC?

TSTC students seeking Title IX accommodations due to their pregnancy or parenting status are encouraged to contact the Office of Student Rights and Responsibilities at the campus they are attending. Students are responsible for providing appropriate medical documentation identifying reasonable restrictions/accommodations due to their pregnancy or childbirth. A Title IX representative will provide the instructor with an accommodation memo for their review and acknowledgment. If the student does not have any restrictions due to their pregnancy, a Title IX representative will contact the student's instructors and make them aware that the student is protected under Title IX and does not have any current restrictions.

The student may use this link to request accommodations:
[Pregnancy and Childbirth Accommodations Request](#)

How do employees and student employees exercise their pregnant and parenting rights under Title IX at TSTC?

TSTC employees, including student employees, seeking Title IX accommodations due to their pregnancy or parenting status are encouraged to contact the Human Resources Office. Employees and student employees can engage in an interactive dialogue with a Human Resources Benefits Specialist to discuss the processes they can engage in to request reasonable Title IX accommodations.

Title IX-related accommodations are included but are not limited to:

- Changes to protect the health and safety of the pregnant person and/or their pregnancy (such as allowing the person to maintain a safe distance from hazardous substances).
- Changes to the physical environment (such as accessible seating).
- Allowing the person to eat or drink during work activities.
- Parking access and/or mobility support.
- Larger uniforms.
- Extra breaks during work activities to use the restroom.
- Access to on-campus nursing stations or arrangements for a reasonable facility.
- Reasonable break time for lactation or nursing.

Breastfeeding persons can be granted reasonable time and space to express breast milk in a location that is private, clean and reasonably accessible. Bathroom stalls do not satisfy this requirement. An appropriate lactation facility should be located within a reasonable distance of the person's location and be available for up to a year following childbirth. Break time should be adjusted to account for the distance to the nearest lactation facility.

You can reach out to the Human Resources Shared Services Department at any point during pregnancy or after childbirth to formalize a request for accommodations or to discuss plans for accommodations at hrrservicecenter@tstc.edu.

Tips for Expectant Mothers



Take short, frequent breaks. Getting up and moving around for a few minutes can be helpful.



Relax. Practice relaxation techniques, such as breathing slowly or meditation.



Snack often. Follow a bland diet (bananas, rice, applesauce and toast) to help ease nausea.



Go to bed early. Aim for at least eight hours of sleep every night.

FREQUENTLY ASKED QUESTIONS

Q: Are student absences due to pregnancy, childbirth or adoption excused?

A: Yes, student absences due to pregnancy or any related conditions are excused. However, depending on the length of the absence and the area of instruction (e.g., courses with lab requirements, clinical rotations, etc.), it may not be feasible, even with reasonable modifications, to complete a particular course and may be necessary for the student to withdraw from a course or to take an incomplete course. However, when the student returns to TSTC, they must be reinstated to the status they held before the leave. Instructors should not tell students that they have to drop out of their class or program or to change their educational plans due to their pregnancy or related conditions.

Q: If an instructor adjusts grades based on class attendance, can they lower a grade because of the classes a student misses due to pregnancy, parenting, adoption, etc.?

A: Students cannot be penalized for pregnancy or related conditions. If the instructor provides specific “points” or other advantages to students based on class attendance, the student must be given the opportunity to earn that credit from classes missed due to pregnancy so that they can be reinstated to the status they held before they took leave.

Q: Does TSTC have to let students make up the work missed while absent?

A: Yes, federal law requires faculty to allow students to make up the work missed while out due to pregnancy or any related conditions, including recovery from childbirth. Extended deadlines, makeup assignments and incomplete grades that can be completed at a later date should all be considered. Whenever the class work is of a type that can be completed at a later date (e.g., papers, quizzes, tests and even presentations), that option must be made available to the student within a framework of reasonable accommodations in light of standard policies and procedures. In situations such as clinical rotations, labs, or group work, instructors should consider whether the absences substantially alter the course requirements and notify the student as soon as possible of options that the student has available (such as withdrawal or taking an incomplete as per policy). Ideally students will always work with their faculty, as well as any support services that TSTC has in place, to develop a plan for how to handle their absence and get back on track as quickly and comfortably as possible. When in doubt, consult a TSTC Title IX coordinator or student Title IX representative(s).

Q: How will Title IX Pregnant and Parenting Services affect the student’s federal funding?

A: If a student is receiving federal funding, the student is encouraged to meet with their enrollment coach to discuss how a change in registration could potentially affect their current and further financial aid eligibility.

Q: Classmates and even instructors have made offensive comments to the student about their pregnancy. Can the student complain to TSTC?

A: Title IX requires schools to prevent and address sex-based harassment, including harassment based on pregnancy or parenting status. If a student experiences this sort of treatment at TSTC, they should seek help immediately from the Title IX coordinator or student Title IX representative. The law prohibits retaliation against the student for making a complaint or raising a concern.

Q: What if the student or employee believes they have been discriminated against based on pregnancy-related issues?

A: They may file a complaint with the Title IX coordinator or the designated employee or student Title IX representative. Students may also complete the [Title IX Reporting Form](#).

Complaints can also be filed with the U.S. Department of Education Office for Civil Rights, whose office is located at 400 Maryland Avenue, SW, Washington, D.C. 20202-1475, by contacting them by phone at 202-453-6020 or email at OCR.DC@ed.gov.

Q: Can my employer require me to take leave because I am pregnant?

A: Employers must permit pregnant employees to work as long as they are able to perform their jobs and in accordance with the employee's physician guidance, if applicable. If you are absent from work because of a pregnancy-related condition and recover, your employer may not require you to remain on leave until the baby's birth. Your employer also may not have a rule that prohibits an employee from returning to work for a predetermined length of time after childbirth. All absences must be communicated and entered within the Workday system, unless otherwise noted by the HR Service team. Employees must provide correct documentation from the employee's physician in order to return to work.

Q: What are some examples of harassment based on pregnancy?

A: Pregnancy harassment involves unwelcome conduct in the workplace that is related to pregnancy. The conduct may be physical, verbal or written. The harasser can be male or female. The harasser can be your supervisor, a supervisor in another area, or a co-worker. Pregnancy harassment can include offensive or derogatory comments, jokes, gestures, graffiti, cartoons, or pictures related to pregnancy.

Q: Can my employer fire me if I become temporarily unable to do my job because I am pregnant?

A: If your employer is aware, your employer must treat you the same as any other temporarily disabled employee. For example, if your employer permits other temporarily disabled employees to change their work duties, perform different tasks, or take disability leave or unpaid leave, your employer must permit employees who are temporarily disabled because of pregnancy to do the same.

CAMPUS RESOURCES

Visit the following links to learn more about campus resources:

FOR STUDENTS

[Access Learning and Accommodations](#)

[Advocacy & Resource Center](#)

[Counseling](#)

[Tutoring Services](#)

FOR EMPLOYEES

[TSTC Family Medical Leave Act](#)

[Benefits, Retirement, Leave and Time Off](#)

ADA Accommodation Requests: Email hrservicecenter@tstc.edu

For more information on local community resources, visit the [Culture of Caring Community Resources](#).

TSTC TITLE IX CONTACTS

Student Title IX Representatives

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For Title IX information, visit TSTC's [Title IX web page](#).

Students can email: students.rr@tstc.edu

Employees can email: hrrservicecenter@tstc.edu

ADDITIONAL RESOURCES

[U.S. Department of Education: Know Your Rights](#)

Information about Title IX rights in public and private schools, school districts, colleges and universities.

[U.S. Department of Education: Dear Colleague Letter](#)

This letter provides an explanation of pregnant and parenting rights, offering valuable guidance and information for a colleague to understand rights and responsibilities in the workplace.

[National Women's Law Center: Education and Title IX](#)

For young parents, parenthood isn't the end of the road. It's essential that pregnant and parenting students not only have equal access to education, but also receive support to help them succeed in school.

[The Pregnant Scholar](#)

The Pregnant Scholar Initiative is the nation's first and only legal resource center for pregnant and parenting students. It aims to create an educational system where no student is asked to choose between their education and their family.



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Equal opportunity shall be afforded within Texas State Technical College to all employees and applicants for admission or employment regardless of race, color, gender, religion, national origin, age, disability, genetic information or veteran status. TSTC complies with the Texas Equal Opportunity Plan. For more information, contact TSTC's executive director of Enrollment Management at 956-364-4986.

This document is available in an alternate format. Please contact the TSTC ADA Coordinator via email at edda.urrea@tstc.edu to make your request, using the subject line 'Alternate Format Request.' Kindly note that requests typically need a five day notice for internal formatting. Some formats may take longer to process, depending on the specific requirements.