

# PREGNANT AND PARENTING STUDENTS

Sexual Discrimination, Harassment, and Misconduct Policy

## Know Your Rights

### PROTECTIONS

Title IX of the Education Amendments of 1972 prohibits schools that receive federal funds from discriminating against students on the basis of sex, which includes a student's "actual or potential" parental, family or marital status and a student's "pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery there from." Generally speaking, this means that schools must give all students who **might be, are or have been** pregnant (whether currently parenting or not) equal access to school programs and extracurricular activities, and schools must treat pregnant and parenting students in the same way that they treat other students who are similarly able or unable to participate in school activities. Please see Board Policy C-9: Sexual Harrassment at [prairiestate.edu](http://prairiestate.edu), for complete details.

### What specifically does Title IX require with respect to pregnant and parenting students?

**1** A school must provide equal access to school and extracurricular activities for students who are pregnant, who have been pregnant, or who have a child, and special services provided for temporarily disabled students must be provided for pregnant students as well.

**2** Separate programs or schools for pregnant and parenting students must be completely **voluntary** and must offer opportunities equal to those offered for non-pregnant students.

**3** Absences due to pregnancy or childbirth must be excused for as long as deemed medically necessary by the student's doctor.

**4** A doctor's note can be required for pregnant students to participate in activities **only** if the school requires a doctor's note from **all** students who have conditions that require medical care.

#### PSC Resources:

Title IX Coordinator  
Tiffany Brewer, Rm. 2143  
(708) 709-3653

Title IX Asst. Coordinator  
David Cronan, Rm. 2403  
(708) 709-3585

PSC Police, Rm. 1100  
(708) 709-7777

Counseling and Academic  
Advising; Confidential  
Advisor, Shannon Word  
Rm. 1190  
(708) 709-3511

#### Off-Campus Resources:

Pillars 24-hour sexual  
assault hotline  
(708) 482-9600

Chicago Rape Crisis  
Hotline (888) 293-2080

YWCA South Suburban  
Agency (708) 748-5672

Muries Latinas en Accion  
(773) 890-7676

Illinois Coalition Against  
Sexual Assault  
(217) 753-4117

Illinois Department of  
Human Rights (312) 814-  
6299

Cook County State's  
Attorney's Office (708)  
974-6250

Crisis Center for South  
Suburbia (708) 429-7233

City of Chicago Domestic  
Violence Help Line  
(877) 863-6388

## ROLES AND RESPONSIBILITIES TO KNOW

<b>Role</b>	<b>Responsibility</b>
Confidential Advisor	A Confidential Advisor is a designated PSC employee trained to provide ongoing support to student survivors of sexual violence.
Counselors	Counselors are PSC employees fully licensed and trained to assist students with mental health issues, including survivors.
Human Resources	Partners with Title IX Coordinator when complaint involves a college employee; responds to all complaints solely involving employees or third parties.
Title IX Coordinator	PSC employee who handles all Title IX cases; <b>not</b> a confidential advisor or resource.
Responsible Employee	<b>Not</b> confidential advisors or resource; a PSC employee who has the authority to redress violations of this policy, who has the duty to report incidents of student misconduct, or who a student could reasonably believe has this authority or duty; responsible employees are defined in the fully policy.

## FREQUENTLY ASKED QUESTIONS

<b>Question</b>	<b>Response</b>
What constitutes a violation of policy?	The full policy describes each type of violation. But, you do not have to determine whether a violation occurred; help is available to you regardless.
What if drugs and/or alcohol were involved?	The policy includes provisions to encourage survivors to report without concern regarding facing discipline for illegal activity occurring around the violation.
Will the parents be informed:	No, unless the survivor informs them.
Does the victim pay for medical/legal/counseling care?	<b>Medical:</b> Illinois law covers emergency medical care (i.e., rape kit) for victims. <b>Counseling:</b> Free through PSC and some off-campus resources. <b>Legal:</b> Survivors do not need to retain a private attorney but may do so if they wish.

## RANGE OF SANCTIONS

Students of employees found in violation of this policy are subject to sanctions included in the Code of Conduct, employee guidebooks, collective bargaining agreements, etc.; up to and including expulsion or termination.

## FROM THE PSC SEXUAL DISCRIMINATION, HARASSMENT AND MISCONDUCT POLICY

Members of the Prairie State College community, guests and visitors have the right to be free from all forms of sexual discrimination, harassment and misconduct, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. The college believes in zero tolerance for sexual discrimination. Zero tolerance means that when an allegation of misconduct is brought to an appropriate administrator's attention, protective and other remedial measures will be used to reasonably ensure that such conduct ends, is not repeated, and the effects on the victim and community are remedied, including serious sanctions when a responding party is found to have violated this policy.