

## Frequently Asked Questions

### Is my absence from class excused if I have a doctor's note?

Absences due to pregnancy, childbirth or related medical conditions must be excused and cannot be treated or penalized like unexcused absences. Your professors must provide you a leave of absence for as long as it is deemed necessary by your medical doctor. After returning from an excused absence, your professors must allow a reasonable amount of time to make up missed assignments and tests. The makeup assignments and tests must be reasonably equivalent to those missed, but need not be identical. 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 missed due to pregnancy.

### What if my professor says their absence/makeup policy applies regardless of any medical condition?

While your professors may have a strict attendance policy, the College is bound by federal civil rights law. Title IX requires the College to 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 OK if it breaks the law. Please contact the Office of Equity, Inclusion & Compliance if you have questions about your professor's attendance policy as it relates to your pregnancy or parental responsibilities.

### Does the College need to provide me with special academic services, like tutoring?

Title IX requires the College provide pregnant students with any special services we provide to students with any other type of temporary disabilities. Please contact the Disability Services office for more information regarding available services.

### If my program requires internships, career rotations, or other off-campus elements of completion, can I be excluded from participation?

No. Your program must allow you to continue participating in off-campus programs. Your professor cannot require a doctor's note for continued participation unless your professor requires one for all students who have a medical condition that requires treatment by a doctor.

## Disability Services Office Information

Lewiston Campus - Library Room 161  
500 8th Avenue; Lewiston, ID 83501  
208-792-26771

disabilityservices@lcsc.edu  
<http://www.lcsc.edu/disability-services/>

### Office Hours:

Monday – Friday 8:00 a.m. to 5:00 p.m.

### Summer Hours:

Monday – Thursday 8:00 a.m. to 5:00 p.m.  
Friday 8:00 to 12:00 p.m.

\*\*A private lactation room is located in Reid Centennial Hall, room 204. The room locks, has a comfortable chair, and a table. There is also power, if needed, for a breast pump.\*\*

LCSC Coeur d'Alene Center - LCSC works closely with North Idaho College (NIC) to help facilitate Disability Support Services and accommodations.

Disability Support Services @ North Idaho College  
Seiter Hall; Room 100  
100 W. Garden Avenue; Coeur d'Alene, ID 83814  
208-769-5947  
etcarawary@nic.edu  
<https://www.nic.edu/dss/>

### Office Hours:

Monday–Thursday  
7:30 a.m. to 5:00 p.m.  
Friday  
7:30 a.m. to 2:30 p.m.

\*\*A lactation room is located within Lee-Kildow Hall, room 211. This room is available for use by checking out a key from the Register's Office Counter on the main floor of Lee-Kildow Hall and is available Monday – Thursday, 7:30 a.m. to 5:00 p.m. and on Friday's from 7:30 a.m. to 2:30 p.m.\*\*

Lewis-Clark State College does not discriminate on the basis of race, color, religion, age, sex, national origin, disability, gender identity, protected veteran status, or sexual orientation. This policy applies to all programs, services, and facilities, including applications, programs, admissions, services, and employment. The Director of Human Resource Services has been designated to handle inquiries regarding nondiscrimination policies and can be reached at 208-792-2269 or at the Administration Building, Room 102, on LCSC's campus, 500 8th Avenue, Lewiston, Idaho, 83501.

## Pregnant and Parenting Students:

*Know your rights and responsibilities*



LCSC is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972 (Title IX). At LCSC, we recognize that our students are individuals with individual needs and we believe in preparing students to become successful leaders, engaged citizens, and lifelong learners. Additionally, LCSC is committed to providing comprehensive student support services and promoting success. For these reasons, we want you to be aware of your rights and responsibilities under Title IX regarding pregnancy, childbirth, and related conditions.



# The Law and Your Rights

Title IX is federal law that:

- Prohibits discrimination and ensures that all people have an equal opportunity for education, regardless of their sex or gender.

Makes it illegal to discriminate on the basis of pregnancy, childbirth, false pregnancy, miscarriage, abortion or related conditions, including recovery.

- Ensure the right to take medically necessary leave and to be free from harassment or intimidation because of pregnancy-related conditions, including childbirth and recovery.
- Applies in and out of the classroom, including school-sponsored extracurricular activities, internships, athletics, financial aid and scholarships, and lab and clinical work.
- Requires schools to provide pregnant students with services and accommodations equal to those provided to non-pregnant students. Pregnant students may also be eligible for pregnancy-related disability services under ADA.



## Requesting and Receiving Services

You may not anticipate any academic needs associated with your pregnancy, however, your needs may change as your pregnancy progresses. Disclosure of your condition early in the pregnancy will help in making the planning process more proactive.

Open communication between you, your instructors, and the Disability Services Staff will be important so that appropriate academic adjustments and/or accommodations can be made throughout the pregnancy and recovery period.

1. Communicate with your instructors: you are responsible for communicating with your instructors about your pregnancy or related condition. You will be referred to the Disability Services Office regarding appropriate documentation and to assess your current needs.
2. Documentation: For accommodations, you will be asked to provide a doctor's note that includes your due date and any limitations related to your condition. This information needs to be provided to the Disability Services Office, NOT your instructor, and will be kept confidential. For an absence to be excused, you will need to provide a doctor's note to your instructor.
3. Identify needs and determine accommodations: The Disability Services Office will meet with you to discuss your specific situation and determine whether any accommodations are needed. Adjustments/accommodations may include, but are not limited to, special seating arrangements, breaks, flexible attendance, and early access to and/or extension of assignment or exam dates.



## Leaves and Absences

Absences due to medical conditions relating to pregnancy will be excused for as long as deemed medically necessary by your doctor. You will be given the opportunity to make up missed work.

## Returning to Class

You are permitted to resume your studies in the same status you had before your absence. You will not be penalized for your absence and you will be allowed to make up any missed credit, including participation credit, quizzes, papers and/or exams. Making up work may mean completing the assignments during the semester, or you may need to take an incomplete and complete assignments later.

*Are you concerned about discrimination on the basis of your pregnancy or related condition?*

Visit: Ashley Edwards; Title IX Coordinator  
Office of Equity, Inclusion & Compliance  
Administration; rm 102

[titleix@lsc.edu](mailto:titleix@lsc.edu) | 208-792-2689