



# NMC

PREGNANCY AND STUDENT SUPPORT .....>>

## NMC RESOURCES

**Title IX Coordinator:**  
tkierczynski@nmc.edu  
(231) 995-1147

**Health Services:**  
healthservices@nmc.edu  
(231) 995-1255

**Disability Support:**  
lbaumeler@nmc.edu  
(231) 995-1929

**Mental Health Counseling  
(Student Life):**  
studentlife@nmc.edu  
(231) 995-1118



## NORTHWESTERN MICHIGAN COLLEGE

1701 E. Front Street | Traverse City, MI 49686-3061  
(231) 995-1000 | (800) 748-0566 | nmc.edu

## NON-DISCRIMINATION POLICY NOTICE

Northwestern Michigan College does not discriminate in admission, campus activities, education, employment, housing, public accommodation or public service on the basis of age, color, creed, disability, gender identity/expression, handicap, height, marital or familial status, national origin, political affiliation, race, religion, sex, sexual orientation, service in the military, veteran's status, weight, or any other legally protected status under federal, state, or local law. [nmc.edu/nondiscrimination](https://www.nmc.edu/nondiscrimination)

NMC is committed to fostering a productive and inclusive learning environment. NMC also recognizes the unique challenges that a pregnant student could face. This brochure includes supports and information we would like you to be aware of.

## WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972, or "Title IX," is a federal law that prohibits discrimination based on sex in educational programs. The law is a key tool for ensuring that all people have an equal opportunity for education, regardless of their sex or gender.

Under Title IX, it is illegal to discriminate because of sex, which includes discrimination on the basis of pregnancy, childbirth, lactation, miscarriage, abortion, or related conditions, including recovery. Title IX also ensures the right for pregnant and postpartum students to receive accommodations from their school when needed, and to take medically necessary leave. The law bans harassment, intimidation, or other discrimination in schools because of pregnancy-related conditions.

The law against sex discrimination covers all aspects of an educational program. This includes school-sponsored extracurricular activities and internships, athletics, financial aid and scholarships, career counseling, and lab and clinical work.

## VOLUNTARY LEAVE OF ABSENCE

Students may choose to take time off of school for pregnancy, childbirth, miscarriage, termination and/or recovery for as long as their licensed healthcare provider deems medically necessary. That could mean a few absences for necessary medical appointments, or a longer leave of absence for a high-risk pregnancy or childbirth. Students cannot be penalized for taking leave, and must be able to return to school in the same status they held before taking leave.

## MODIFICATIONS

Schools are required to provide pregnant students, and students with related conditions (such as childbirth recovery, lactation, postpartum depression) with reasonable accommodations, which allow the student equitable access to education. Examples of common reasonable academic adjustments include:

- A larger or different desk
- Breaks during class, labs, or exams to eat, use the restroom, or pump milk
- Access to online classes or coursework
- Changes in schedule or course sequence
- Extensions on deadlines and rescheduling tests

## LACTATION

Northwestern Michigan College has several locations listed below that have been designated as lactation spaces that are private and designed to be comfortable for our students. If you find a room is not meeting expectations, students should reach out to Student Life at (231) 995-1354 or Human Resources at (231) 995-2612.

### Main Campus

Biederman Bldg	Health Services Room 106
Scholars Hall	Room 214E
Fine Arts	Room 127
Osterlin	Ground Floor

<b>Parson-Stulen</b>	Room 106B
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<b>University Center</b>	Room 108G
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<b>Great Lakes</b>	Room 101A
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