DCTIX OFFICE · PREGNANT SEAS · A GUIDE FOR FACULTY

Refer. Respond. Partner.

Pregnant Scholars Expecting Academic Success ("Pregnant SEAS") — understanding how faculty help Cerritos College meet its Title IX obligations.

CERRITOS COLLEGE

STEP 1

Refer

If a student shares a pregnancy or related condition, refer them to DCTIX (link below). Refrain from asking for medical details or proof.

STEP 2

Respond

Answer DCTIX outreach promptly to begin the interactive process. We need it to come up with a plan to restore the student's standing.

STEP 3

Partner

Join the interactive process. DCTIX needs to know what is essential to your course so together we can identify reasonable modifications.

EXAMPLES OF MODIFICATIONS YOU MAY BE ASKED TO PROVIDE

- Breaks to eat, drink, use the restroom, or pump
- Absences for unexpected doctor visits
- Deadline extensions
- Rescheduled exams
- Sitting or standing as needed
- Water at the desk
- Larger desk or chair
- Elevator access
- Online options, if available
- Alternatives for labs, clinicals, and group work

COMMON CONCERNS — HELPFUL ANSWERS

"My attendance policy doesn't allow more than 3 absences."

Federal regulation requires medically necessary leave and reinstatement afterward. It takes precedence over course policy.

"I need a doctor's note first."

Only if all students in your course must provide proof of medical fitness to participate. Documentation to confirm eligibility for Pregnant SEAS goes directly to DCTIX, not to the instructor.

"It isn't fair to the rest of the class."

Pregnancy is treated like any other temporary medical condition. Modifications are identified to provide equal access to address the student's medical needs, not to create an advantage.

"Modifications would impact the academic integrity of my course."

Under Title IX, modifications cannot fundamentally alter the course. Raise any concerns with DCTIX rather than denying a request so that all options are considered.

Keep what you learn as a result of the process private: DCTIX shares a student's information with you only as needed to carry out a modification.

Contact DCTIX: dctix@cerritos.edu

Refer a student: https://cm.maxient.com/reportingform.php?CerritosCollegeHR&layout_id=4

Sources: 34 C.F.R. § 106.40 (Title IX regulations); ATIXA Pregnancy and Related Conditions Model Policy for Higher Education (June 2025).

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Pregnancy Is Protected by Title IX

What federal regulations require of Cerritos College — and every classroom — when a student is pregnant or recovering.

KEY LEGAL POINTS TO KNOW

34 C.F.R. § 106.40 · Title IX regulations

1. **Never exclude or penalize** — § 106.40(b)(1)
   No student may be excluded or receive adverse treatment because of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery.

2. **Allow medically necessary leave** — § 106.40(b)(5)
   Students must be allowed a leave of absence for as long as their physician deems medically necessary — even where no other leave policy applies.

3. **Restore the student's standing** — § 106.40(b)(5)
   When the leave ends, the student must be reinstated to the same status they held when the leave began.

4. **Treat it like any temporary disability** — § 106.40(b)(4)
   Pregnancy and related conditions warrant reasonable accommodations just as any other temporary disability or medical condition legally do.

5. **Require a doctor's note only if it's required of all** — § 106.40(b)(2)
   Medical certification to continue participating may be required only if it is required of all students with conditions needing a physician's care.

6. **Keep separate options voluntary** — § 106.40(b)(1), (3)
   A student may join a separate class or program only by their own choice. Alternatives cannot be required of the student.

The bottom line: Students who are pregnant or have a similar condition must receive reasonable modifications to ensure that they can return to the same standing in the program or activity.

Questions? Contact DCTIX at dctix@cerritos.edu