

# Lactation

St. Mary's College of Maryland has several locations that have been designated as lactation spaces. Designated lactation spaces must be clean, not a bathroom, and safe and functional for use as a lactation space. They must also be free from view and intrusion - which usually means equipped with window coverings and a door that locks. If you need access to SMCM's lactation spaces, please contact the Title IX Coordinator for assistance.

Dedicated lactation spaces on campus can be found in:

The Wellness Center, Nancy R. and Norton T. Dodge Performing Arts Center, and Montgomery Hall

If additional spaces are dedicated, they will be posted on the Title IX website.



## SMCM Title IX Coordinator

The Title IX coordinator works to prevent sex discrimination and ensure equal access to SMCM's educational programs and activities.

### Michelle Carter

AVP of Equity and Inclusion | Title IX Coordinator



(240) 925-2012



[titleix@smcm.edu](mailto:titleix@smcm.edu)



Glendening Annex  
Suite 190



[www.smcm/titleix](http://www.smcm/titleix)



# Title IX and Pregnancy

## WHAT DO STUDENTS NEED TO KNOW?

St. Mary's College of Maryland is committed to providing an educational environment that is free from discrimination on the basis of sex, which includes discrimination based on current, potential, or past Pregnancy or Related Conditions.



## 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. “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Title IX makes it 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 secure reasonable modifications at college when needed, and to take medically necessary leave. The law bans harassment, intimidation, or other discrimination in colleges because of pregnancy-related conditions.

Further, any rules concerning parental, family, or marital status may not apply differently based on sex. For example, colleges cannot provide women with time to bond with or care for their children and not men. The law against sex discrimination covers all aspects of an educational program. This includes college-sponsored extracurricular activities and internships, athletics, financial aid and scholarships, career counseling, and lab and clinical work.

## Voluntary Leave of Absence

Students must be allowed to take time off of college for pregnancy or related conditions, such as, childbirth, miscarriage, termination and/or recovery for as long as their licensed healthcare provider says it is 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. This rule applies even if taking medically necessary leave would require an absence for longer than the college’s leave policy ordinarily allows. Students cannot be penalized for taking leave, and must be able to return to college in the same status they held before taking leave.

## Modifications

Colleges are required to provide pregnant students and students with related conditions, such as childbirth recovery, lactation and/or postpartum depression with “reasonable modifications.” Those are changes to policies, procedures and practices to allow the student equitable access to education in light of their health needs.

The Title IX Coordinator can assist students with securing reasonable modifications.

Examples of common reasonable modifications include:

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

