

STUDENT INFORMATION

Students planning to express milk will be given reasonable break times without penalty during SAC programs and activities, including classes. As a general matter, a student may also choose to breastfeed during class so long as it has been determined that it is reasonable (i.e., safe and not disruptive) for the students to do so while participating in the course.

EMPLOYEE INFORMATION

Employees must request and arrange appropriate break times with their supervisor for the purposes of expressing milk. Supervisors are required to provide reasonable breaks, as long as the work needs can be efficiently and effectively met. There are no set standards for breaks since the needs of a nursing parent may vary depending on the time necessary to express milk including, among other things, the time walking to and from the lactation room, retrieving of and setting up a pump or other supplies.

TITLE IX CONTACTS:

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DISABLED STUDENT PROGRAM & SERVICES

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LACTATION ROOMS

Santa Ana College, Building VL-211-7
Centennial Education Center, CEFA Room E102

To request this document in an alternate format,
please contact public_affairs@rscgd.edu

RSCGD is committed to equal opportunity in educational programs, employment, and access to all institutional programs and activities.

To view our Nondiscrimination Policy,
visit rscgd.edu/NDP



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Pregnancy & Nursing

at Santa Ana College



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Pregnancy & Nursing at Santa Ana College

Rancho Santiago Community College District is committed to providing a safe and equitable environment for pregnant or lactating students, employees, and guests.

WHAT DOES TITLE IX SAY ABOUT PREGNANT AND PARENTING STUDENTS?

This law specifically prohibits discrimination against students based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Schools are required to treat pregnant and parenting students the same way they treat other students who are similarly able or unable to participate in school activities.

PREGNANCY

Santa Ana College should treat pregnant students the same way as someone who has a temporary disability, and will be given an opportunity to make up missed work wherever possible. Extended deadlines, make-up assignments (e.g., papers, quizzes, tests, and presentations), tutoring, independent study, online course completion options, and incomplete grades that can be completed at a later date, should all be employed, in addition to any other ergonomic and assistive supports typically provided by Disability Services.

HOW DOES SANTA ANA COLLEGE IMPLEMENT THIS POLICY?

Santa Ana College will provide appropriate, reasonable adjustments to educational programs and activities to support pregnant and parenting students.

REASONABLE ACCOMMODATIONS

SAC offers reasonable accommodations in particular to students who miss class due to a medical condition; students who miss school because of pregnancy or childbirth are entitled to the same reasonable accommodations. Such accommodations may include:

- Not penalizing a student for any absences, the student's treating physician deems medically necessary
- Returning students to the same academic and extracurricular status as before their medical absence or leave. This may include allowing students to earn back the credit of make-up missed assignments
- Making reasonable adjustments to a regular educational program such as a larger desk or frequent trips to the restroom
- Requesting medical documentation to participate in any program only if the program also requires such documentation from student with temporary medical conditions regarding medical accommodations or needs

Title IX states that, no person in the United States shall, on the basis of sex, be excluded from participating in, be denied the benefits or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

