



## **Title IX – Protects You From Discrimination At School**

LaGuardia Community College has an obligation not to discriminate against students on the basis of pregnancy, childbirth and related conditions.

The legal prohibition against sex discrimination in education comes from, among other places, Title IX of the Education Amendments Act of 1972 (“Title IX”). Title IX prohibits discrimination on the basis of sex-including pregnancy and related conditions-in educational programs and activities that are eligible for federal funding.

The regulation provides, in pertinent part, that a college that is recipient of federal funding shall not discriminate against any student on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom. Specifically, educational institutions such as CUNY that are covered by Title IX must treat these conditions in the same manner and under the same policies as any other temporary disability with respect to any medical or hospital benefit, service, plan or policy.

LaGuardia Community College does not discriminate against any student on the basis of pregnancy or related conditions. Absences due to medical conditions relating to pregnancy will be excused for as long as deemed medically necessary by a student’s doctor and students will be given the opportunity to make up missed work. Students needing assistance can seek accommodations from Jhony Nelson, Director of the Office for Student with Disabilities located in room M-102, phone number 718-482-5260. If a student has a concern or complaint regarding their accommodations, they can contact the Title IX Coordinator, Arlene Peterson of the Legal Affairs, Labor, Compliance and Diversity Office located in room E-512, telephone number 718-482-5088.

### **FACULTY**

LaGuardia Community College must give all students who might be, are, or have been pregnant the same access to school programs and educational opportunities that other students have.

Professors and Administrators should not tell students that they have to drop out of their classes or programs or change their educational plans due to their pregnancies or related conditions.

In light of this legal requirement, it is critical that faculty and staff who deal with students are knowledgeable about their obligations to students in this situation.

## **DECLARATION OF PLURALISM**

We are a diverse community at LaGuardia Community College. We strive to become a pluralistic community.

We respect diversity as reflected in such areas as race, culture, ethnicity, gender, religion, age, sexual orientation, disability and social class. As a pluralistic community we will:  
Celebrate individual and group diversity; Honor the rights of people to speak and be heard on behalf of pluralism; Promote intergroup cooperation, understanding and communication;

Acknowledge each other's contribution to the community; share beliefs, customs and experiences that enlighten us about members of our community; affirm each other's dignity; seek further ways to learn about and appreciate one another, and confront the expression of dehumanizing stereotypes, incidents where individuals or groups are excluded because of difference, the intolerance of diversity and the forces of racism, sexism, heterosexism, homophobia, disability discrimination, ageism, classism, and ethnocentrism that fragment the community into antagonistic individuals and groups. We believe by carrying out these actions, we, as students, faculty, and staff can achieve social change and the development of a society in which each individual can achieve her or his maximum potential.