

2026

MONTGOMERY COLLEGE PREGNANT & PARENTING STUDENT SUPPORT PLAN





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I. PURPOSE

Montgomery College is committed to ensuring that pregnant and parenting students have equitable access to educational opportunities and support services. Adopted pursuant to Maryland Education Article § 15-140 and HB 6, Chapter 735, this plan describes institutional accommodations, government assistance programs, adoption information, and on-campus and off-campus health care referrals available to pregnant and parenting students. The plan is also consistent with Title IX of the Education Amendments of 1972 and applicable College policies.

II. HOW TO GET HELP

Pregnant students, students experiencing pregnancy-related conditions, and employees assisting them may contact the Deputy Title IX Coordinator and Investigator, Jasmine Ikard, at 240-567-3150 or jasmine.ikard@montgomerycollege.edu for information and assistance with academic adjustments or other pregnancy-related support. Additional information is available on the College's Pregnant and Parenting Students webpage. Students seeking basic-needs, parenting, health, or community-resource referrals may also use the contacts and resources listed in this plan.

III. ELIGIBILITY

This plan applies to students who:

- Are pregnant or experiencing pregnancy-related conditions;
- Are parents or legal guardians;
- Act as a parent or exercise care, custody, or control over a child; or
- Share parenting responsibilities with another individual, whether in the same or a different household.

IV. STUDENT RIGHTS AND PROTECTIONS

The College's Equal Education Opportunity and Non-Discrimination Policy 41002 prohibits discrimination on the basis of sex in its educational programs and activities. Title IX prohibits sex discrimination, including discrimination based on pregnancy and related conditions. The College provides pregnant students the same access to programs and educational opportunities as other students, including the following protections:

- Absences due to pregnancy or related conditions are excused for as long as medically necessary. Upon return, the student must be reinstated to the same academic status held before the absence.
- When grades are based on attendance, a pregnant student may not be penalized for a medically necessary absence and must be allowed to make up missed participation or work.
- Students must have an opportunity to make up work missed because of pregnancy or related conditions, including medically necessary bed rest or recovery from childbirth. For extended absences, the student and faculty member should work together on a reasonable plan for completing coursework.
- When supported by appropriate documentation, students may receive disability-related accommodations. Other adjustments may include a larger classroom desk, access to a lactation space, or more frequent restroom breaks.
- Students who are pregnant or experiencing pregnancy-related conditions must be permitted to continue off-campus work, including internships and clinical or career rotations, unless an individualized health or safety assessment requires an adjustment.
- These requirements take precedence over instructor or program attendance rules that would otherwise limit absences or prevent a student from making up missed work.

In an effort to proactively provide continuing support to our faculty and students and ensure compliance, a dean, faculty member, or pregnant or parenting student who needs information or assistance with arranging academic or other related adjustments and support should contact the Deputy Title IX Coordinator & Investigator, Jasmine Ikard at 240-567-3150, or jasmine.ikard@montgomerycollege.edu.

This information and additional guidance are available to students at:

<https://www.montgomerycollege.edu/policies-and-procedures/title-ix/pregnant-parenting-students.html>

- Children on a College location must be accompanied by a parent/guardian except when the minor is a registered student or participant in a College-sponsored program, course, or

activity that provides its own supervision such as the College's Youth Programs and Early Childhood Education lab school.

- The parent/guardian is responsible for the supervision, safety, security, and well-being of the child and is responsible for any injuries to persons or damage to property caused by the child.
- Children may accompany their parents/guardians to appointments at the College if necessary, including, but not limited to, advising and financial aid. Children are not allowed to accompany their parents/guardians to placement assessment testing.
- Children are allowed in most buildings, including the library and student services centers.

V. INSTITUTIONAL ACCOMMODATIONS

Under Title IX and College Policy 21003, Pregnancy and Pregnancy-Related Conditions, students are entitled to reasonable modifications for their own pregnancy or pregnancy-related condition. Depending on the student's needs, modifications may include:

1. Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom.
2. Periodic/intermittent absences to attend the student's medical appointments.
3. Access to online courses when available and liberal permission to switch from in-person to online courses after published deadlines, when appropriate.
4. Reasonable changes in schedule or course sequence.
5. Time extensions for coursework and rescheduling of tests/examinations when a student cannot meet a course deadline or is absent due to medical necessity.
6. Changes in physical space or supplies, including allowing a student to keep water nearby.

While not explicitly protected, whenever possible, students should not incur academic penalties for caregiving emergencies, such as a child's illness or sudden loss of childcare, when they communicate with the instructor as soon as reasonably possible. Consequently, common modifications considered best-practice accommodations for parenting students may include the following, as applicable under the circumstances:

1. Excusing periodic/intermittent absences.
 2. Providing reasonable alternatives and extensions for missing an examination or other academic requirement.
 3. Permitting, on a limited and case-by-case basis, a student's child to accompany them to class or office hours when appropriate, consistent with College policy 95005: Protection of Minors and Section V of these guidelines.
- Leave of absence options
 - Accessibility and health supports
 - Connection to counseling and student support services

Montgomery College has installed Mamava Lactation Suites for new mothers to nurse their babies or to express breast milk. Mamava Lactation Suites are located on all three campuses at the following locations. Those spaces are:

- **Rockville Campus:** SC 189A
- **Takoma Park/Silver Spring Campus:** CM 192A and CF 296A
- **Germantown Campus:** SA 191A

Additionally, we have wellness or quiet rooms at various locations that students can use as lactation spaces and mental health spaces. Those spaces are:

- **Rockville Campus:**
 - CC 005E Quiet Room
 - SV 001k Quiet Room
 - CB 231 Wellness Room
 - CB 232 Wellness Room
- **Takoma Park/Silver Spring Campus:**
 - ST 151 Quiet Room
 - ST 229 Quiet Room
 - ST 250A Quiet Room
- **East County Education Center:**
 - 170 Wellness/Quiet Room
 - 171 Wellness/Quiet Room
 - 172 Wellness/Quiet Room
- **Central Services:**
 - S 111 Quiet Room
 - S 115 Wellness Room
 - E 205 Wellness Room
 - E 304 Wellness Room
 - E 404 Wellness Room



Building on its commitment to removing barriers and supporting student success, the Montgomery College Student Parent Program has officially launched new Family-Friendly Study Spaces at the following four College locations. Those spaces are:

- **Rockville Campus:** Academic Annex Building 215
- **Takoma Park/Silver Spring Campus:** Resource Center 243
- **Germantown Campus:** Humanities and Social Sciences Building Library
- **East County Education Center:** Library Hallway

VI. GOVERNMENT ASSISTANCE PROGRAMS

The College provides information and referrals to government assistance programs, scholarships, subsidies, and community resources. Eligibility is determined by the administering agency. The resources below include the programs specifically identified in Maryland Education Article § 15-140.

WIC/Pregnancy/Childcare	Description
<u>CCI Health and Wellness Services</u>	WIC provider, medical, dental, behavioral health.
<u>Maryland Childcare Network</u>	Child care referrals, training programs for child care providers, family support networks.
<u>Maryland WIC</u>	Healthy supplemental foods and breastfeeding support for pregnant women, new mothers, infants, and children under age five.
<u>Montgomery County Working Parents Assistance Program</u>	Eligible families receive vouchers for child care.
<u>Maryland Child Care Scholarship Program</u>	Financial assistance with child care costs for eligible Maryland families.
<u>Maryland Medical Assistance Medicaid</u>	Health coverage for eligible Maryland residents, including pregnant individuals, parents, and children.
<u>Maryland Children's Health Program MCHP</u>	Health coverage for eligible children and pregnant individuals through Medicaid and MCHP.
<u>Planned Parenthood of Metropolitan DC</u>	Birth Control, HIV Testing and Counseling, Abortion, LGBT Services, Men's Health, Emergency Contraception, Pregnancy Testing, STD Testing and Treatment, Women's Health.
Medical Services	Description
<u>American Diversity Group</u>	Assistance with health insurance enrollment through the Affordable Care Act; community health fairs; case management and referral services; alcohol prevention programs; tobacco use prevention programs; and a senior citizens social club.
<u>Black Physicians' Health Network/Hearts in Mind Counseling</u>	Health care and mental health services that are person-centered and culturally specific.

<u>Catholic Charities Montgomery County Medical Clinic</u>	Primary care services, specialty care services, health education programs, counseling, referral to specialty care providers.
<u>Community Clinic, Inc.</u>	WIC provider, medical, dental, behavioral health.
<u>Holy Cross Health Center</u>	Primary care services for uninsured adults, health education classes.
<u>Health Connection</u>	Assistance enrolling in health insurance.
<u>Mission Connection</u>	Outpatient mental-health treatment for adults, with assessed virtual care across Virginia.
<u>MobileMed</u>	Sick visits, physical exams, specialist referrals, women's wellness, behavioral health.
<u>Montgomery Cares</u>	Basic medical services, behavioral health care, some medications, immunizations.
<u>Montgomery County African American Health Program</u>	Advocacy, outreach, health education, support groups, and nurse case management to support the needs of the African/African American community in Montgomery County.
<u>Montgomery County Asian American Health Initiative</u>	Advocacy, outreach, health education, and referrals to screening and health care services for Asian Americans in Montgomery County.
<u>Montgomery County Breast and Cervical Cancer Screenings</u>	Yearly breast exam, mammogram, pelvic exam, pap test, nursing case management.
<u>Montgomery County Colorectal Cancer Screenings</u>	Colorectal cancer screening, colonoscopy, follow-up referrals, health education.
<u>Montgomery County Dental Services</u>	General dental care- preventative, restorative and emergency services.
<u>Montgomery County HIV Care and Case Management</u>	HIV case management, diagnostic evaluation unit, outpatient clinical services, HIV dental care, nutritional and addictions counseling, support groups, education and outreach.
<u>Montgomery County Health Program Service Eligibility Units</u>	Point of entry for care for kids; maternity partnership; adult/senior dental program for low-income Montgomery County residents who don't qualify for Medicaid.

<u>Montgomery County Latino Health Initiative</u>	Advocacy, outreach, health education, family reunification, system navigator bilingual health services information line, interpreter program for Latinos living in Montgomery County.
<u>Thrive Behavioral Health</u>	Mental health services to individuals and families.

VII. ADOPTION INFORMATION AND REFERRAL SERVICES

Pregnant students seeking information about adoption may be referred to licensed adoption service providers and appropriate public resources. Montgomery College does not direct a student toward a particular pregnancy outcome. The College provides information and referrals so that students may review available options and make their own decisions.

Maryland Department of Human Services Adoption Services

Information about adoption in Maryland and connections to local departments of social services:
<https://dhs.maryland.gov/adoption/>

Montgomery County Child Welfare Services

Local child welfare information and referrals, including adoption-related services:
<https://www.montgomerycountymd.gov/HHS-Program/CYF/CYFChildWelfare-p214.html>

Before publication and during each annual review, the College will verify that listed adoption providers and referral information remain current and appropriate.

VIII. HEALTH CARE REFERRAL NETWORK

At Montgomery College, we support the whole student. We believe student health and well-being are important to success in and out of the classroom. That's why we offer programs and resources that help students stay healthy, build resilience, and focus on their education.

Basic needs include access to healthy food through food pantries, mobile markets, and food lockers; personal care items; help with safe housing options; reliable transportation; technology; and connections to community resources.

- [Food, Personal, and Hygienic Care](#)
- [Social Resources and Housing](#)

IX. COLLEGE CONTACTS

- Sarah Martin, Interim Director of ADA Compliance and Title IX Coordinator
- Janeé McFadden, Associate Senior Vice President for Student Affairs

X. DATA COLLECTION AND REPORTING

Starting in November 2025, Montgomery College launched a new application via Ellucian CRM Recruit. This new application allows credit and noncredit students to identify as a student parent. Students are currently given the following options on the application:

- No, I am not a parent, serving as a parent, nor a legal guardian
- Yes, I am a parent/guardian and share parenting responsibilities with someone who lives with me
- Yes, I am a solo/single parent or serving as a solo/single parent or guardian
- Yes, I am a parent/guardian and share parenting responsibilities with someone who does not live with me

Students are also given the option to not answer the question.

The College uses this information to provide relevant communications about scholarships, family-friendly spaces, and other student-parent resources. Consistent with Maryland Education Article § 11-409, Montgomery College will coordinate among Enrollment Services, the Office of Institutional Research and Effectiveness, Information Technology, Student Affairs, and other appropriate offices to implement the standardized questions, format, and reporting schedule established by the Maryland Higher Education Commission. This work will include collecting the age of each child for whom a student has responsibility and the type of caregiving responsibility, as required by the Commission's specifications. Data collection and reporting will follow applicable privacy, records-management, and information-security requirements.

XI. PUBLICATION REVIEW AND UPDATES

Montgomery College will post this plan on its website no later than October 1, 2026. The College will review the plan at least annually and update contacts, links, accommodations, and referral resources as needed. The College will also revise its data-collection and reporting practices as the Maryland Higher Education Commission issues regulations or implementation guidance.