

BUSINESS AND NONINSTRUCTIONAL OPERATIONS PERSONNEL

Employee Lactation Support

~~Each work location in each school or administrative building there shall have a be designated place for an employee to express breast milk. In addition, a non-restroom a nursing mother is to be provided reasonable breaks to express breast milk. location that is shielded from the public view to be identified as an area in which any mother who is employed by the School Board or is enrolled as a student may take breaks of reasonable length during the school day or during work hours to express milk to feed her child until the child reaches the age of one year old.~~

- ~~A. Reasonable break times shall be afforded to an employee to express breast milk for her nursing child for twoone (12) years after the child's birth each time such employee has need to express the milk.~~
- ~~B. Each school and School Division building shall designate a space, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.~~

Legal Reference

~~Code of Virginia § 22.1-79.6, as amended. Employee lactation support policy.~~

~~Code of Virginia § 2.2-3905, as amended. Nondiscrimination in employment; definitions; exceptions.~~

~~Code of Virginia § 2.2-3909, as amended. Causes of action for failure to provide reasonable accommodation for known limitations related to pregnancy, childbirth, or related medical conditions.~~

~~Adopted by the School Board: August 19, 2014~~~~Adopted by the School Board: August 19, 2014~~

~~Reviewed by the School Board: May 12, 2020~~

Reviewed by the School Board: May 12, 2020

Adopted by School Board: May 2023

1-


Signature

4/17/2023
Date