

LACTATION SUPPORT

The Superintendent/Designee shall designate a non-restroom location in each school, center, or department as an area in which any employee who is employed by the Albemarle County School Board or enrolled as a student in the division may take breaks of reasonable length during the school day to express milk to feed her child until the child reaches the age of one. The area must be shielded from public view. The space must be free from intrusion with a door that locks from the inside and available when the employee or student needs to use the space. The lactation space should have a chair, a table, and an electric outlet. Ideally, there should be a refrigerator available for use nearby.

When possible, breaks should be scheduled during normal break and meal times and/or when the workflow allows. Supervisors/principals will work with employees/students to allow for appropriate breaks if their work schedule does not contain a break within a needed timeframe to express milk. Supervisors and principals will create an environment that is supportive and inclusive for lactating employees and students.

Adopted: October 23, 2014
Amended: September 9, 2021
Equity Review: September 9, 2021

Legal Refs.: Code of Virginia, 1950, as amended, § 22.1-79.6.