

LACTATION SUPPORT

The superintendent/designee shall designate a non-restroom location in each school, center, or department- as an area in which any ~~person~~mother who is employed by the Albemarle County-BLANK 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 a ~~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 ~~breastfeed or express milk.~~ Supervisors and principals will create an environment that is supportive and inclusive for lactating employees and students. ~~Supervisors should create a supportive environment for employees so they can adequately manage their lactation responsibilities. Schools should create a supportive environment for students.~~

~~A~~Adopted:

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