

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: GE-RA

Responsible Office: DIVISION OF HUMAN RESOURCES

LACTATION ACCOMMODATIONS

A. PURPOSE

To establish a policy in support of lactation accommodations for nursing employees at Anne Arundel County Public Schools (AACPS).

B. ISSUE

The Board of Education of Anne Arundel County recognizes the need to promote a work environment that is supportive to employees who wish to continue nursing their children upon their return to work.

C. POSITION

In accordance with federal law, all AACPS facilities shall provide:

1. Reasonable break time for an employee to express breast milk for the employee's child for 1 year after the child's birth each time the employee has the need to express milk; and
2. A place, 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.

D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

Policy History: Adopted on 03/07/18

Note Previous Policy History: None