

REGULATION

ANNE ARUNDELCOUNTY PUBLIC SCHOOLS

Related Entries: GE
Responsible Office: DIVISION OF HUMAN RESOURCES

LACTATION ACCOMMODATIONS

A. PURPOSE

To establish procedures on lactation accommodations for nursing employees at Anne Arundel County Public Schools (AACPS).

B. BACKGROUND

The federal Fair Labor Standards Act requires employers to provide reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth. In accordance with federal law, AACPS facilities shall establish a non-bathroom, private location for lactation breaks.

C. PROCEDURES

1. AACPS facilities shall provide:
 - a. A 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 breast milk; and
 - b. 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.
2. School-based employees shall request lactation accommodations by notifying the principal of their needs. The principal shall collaborate with the employee to identify an appropriate space and appropriate times during the workday for the employee to express breast milk.
3. Non-school based employees shall request lactation accommodations by notifying their immediate supervisor and/or the site supervisor of their needs. Designated personnel shall collaborate with the employee to identify an appropriate space and appropriate times during the workday for the employee to express breast milk in accordance with Division of Human Resources procedures on lactation accommodations.

4. Employees, principals, and supervisors may consult with the Senior Manager of Equal Employment Opportunity Compliance in the Division of Human Resources for assistance, as needed.

Regulation History: Developed by Superintendent 12/13/17
Reviewed by the Board of Education 01/10/18
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Note Previous Regulation History: None