Policy 4425.1
School Board

HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Lactation Support Programming

This ~~is a new~~ policy supersedes Policy 4425.

I. PURPOSE

To establish a policy in support of lactating employees and students.

~~II. RATIONALE~~

~~The Fairfax County School Board, in recognition of the well documented health advantages of breast feeding for infants and mothers, will enable breaks of reasonable length during the school day to express milk to feed a child until the child reaches the age of one. Each Fairfax County Public Schools (FCPS) site shall establish a non-restroom, private location for lactation breaks.~~

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy section was added.
- Section IV.D. was removed.
- Legal references section was changed to include Code of Virginia Sections 2.2-3905 and 2.2-3909.

III. PHILOSOPHY

The Fairfax County School Board recognizes ~~affirms that, in recognition of~~ the well documented health advantages of breast feeding for infants and mothers. ~~the school division will enable breaks of reasonable length during the school day to express milk to feed a child until the child reaches the age of one. Each Fairfax County Public Schools (FCPS) site shall establish a non-restroom, private location for lactation breaks.~~ Accordingly, the school division provides breaks of reasonable length throughout the school day for employees to express milk. Each Fairfax County Public Schools (FCPS) site shall maintain a private, non-restroom location dedicated to lactation needs.

IV. OBJECTIVES In accordance with this policy, FCPS shall:

A. Promote a supportive environment for lactating employees and students who wish to express milk during the day to feed their child.

B. Assist school administrators and program managers in implementing practices that will allow for reasonable lactation breaks during the day in a private, designated space.

C. Provide a Lactation Support Program Toolkit for employees and a Lactation Support Program for Students to be used by program managers, principals, employees, and students to help navigate available resources and best practices.

~~D. Ensure compliance with Section 4207 of the Affordable Care Act and Code of Virginia, sections 22.1-79.6 and 2.2-1147.1.~~

Legal references: Section 4207 Affordable Care Act
~~—~~Code of Virginia, sections ~~22.1-79.6 and~~ 2.2-1147.1., 2.2-3905., 2.2-3909, and 2.2-79.6

See also the current versions of:

Regulation 2137, Instructional Services for Pregnant, Parenting, and Lactating Students
FCPS Lactation Support Program Toolkit
FCPS Lactation Support Program for Students

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FAIRFAX COUNTY SCHOOL BOARD