Policy 4425.1
School Board

HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Lactation Support Programming

This policy supersedes Policy 4425.

I. PURPOSE

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

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 the well documented health advantages of breast feeding for infants and mothers. 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.

Legal references:

Section 4207 Affordable Care Act
Code of Virginia, sections 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

Policy adopted: September 22, 2016
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FAIRFAX COUNTY SCHOOL BOARD