

LACTATION ACCOMMODATION

Code **GBGAB** Issued **9/20**

The district recognizes that working mothers should have the option and ability to express milk in the workplace. In accordance with state and federal law, the district will provide reasonable break time and reasonable space for staff members to express milk.

For a minimum of one (1) year following the birth of a child, staff members will be provided break time for such purposes. The break time may be paid or unpaid, and the frequency of breaks needed to express milk as well as the duration of each break will be specific to each staff member.

A staff member who uses that break time to express milk will be compensated in the same way that other staff are compensated for break time. In addition, the staff member must be completely relieved from duty or else the time will be compensated as work time.

The district will provide staff members a room or location, other than a bathroom, in close proximity to the work area that is shielded from view and free from intrusion.

The location provided must be functional as a space for expressing milk. If a space is not dedicated for such use, one temporarily created or converted for expressing milk or made available when needed, is sufficient.

The district prohibits discrimination or harassment of staff members during the time in which this accommodation is being provided. Complaints of discrimination or harassment will be investigated and, if determined to have merit, applicable discipline will be administered.

The board authorizes the superintendent or his/her designee to develop procedures in accordance with this policy.

Adopted 9/22/20

Legal References:

- A. United States Code of Laws, as amended:
 - 1. Fair Labor Standards Act, 29 U.S.C.A. 207, *et seq.*
- B. S.C. Code of Laws, 1976, as amended:
 - 1. Section 41-1-130 - South Carolina Lactation Support Act.