

POLICY TITLE: <b>Nursing Mothers</b>		
ADOPTION/EFFECTIVE DATE: September 18, 2023	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED:
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel		

### I. Purpose

The purpose of this policy is to reflect the Board's commitment to supporting employees who are nursing mothers<sup>1</sup>.

### II. Definitions

A. **Employee** means an individual employed by the Board, including tenured and non-tenured teachers, and certificated and non-certificated individuals, whether full-time, part-time, or temporary.

B. **Lactation Break** means a reasonable break time during the employee's workday for the purpose of allowing a nursing mother to express breast milk for their nursing child for up to one year after the child's birth.

### III. Statement of Policy

Nursing mothers may request lactation breaks by completing a Lactation Break Request form available through Human Resources. Each Harford County Public School facility will designate space for lactation breaks that are shielded from view and free from intrusion by coworkers, students, or the public. The space provided cannot be a bathroom, even if the bathroom is a private one. The space provided shall be functional for the purpose of the lactation break and must be available when needed. Supervisors at each facility may establish a master schedule to coordinate use of the space based on requests submitted to ensure that nursing mothers can be accommodated.

Board Approval Acknowledged By:



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Sean W. Bulson, Ed.D.  
Superintendent

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<sup>1</sup> Board Policy 02-0054-000 Pregnant and Parenting Students addresses students who are nursing mothers.

Policy Action Dates							
ACTION		DATE		ACTION		DATE	
Adopted		09-18-2023					

Responsibility for Policy Maintenance & References	
LAST EDITOR/DRAFTER NAME: Kimberly H. Neal, Esquire	JOB POSITION OF LAST EDITOR/DRAFTER: General Counsel
PERSON RESPONSIBLE: Benjamin Richardson Cornell Brown	JOB POSITION OF PERSON RESPONSIBLE: Assistant Superintendent of Human Resources Assistant Superintendent of Operations
DESIGNEE NAME:	JOB POSITION OF DESIGNEE:

### **LEGAL REFERENCES<sup>2</sup>**

Section 7 of the Fair Labor Standards Act of 1938; 29 U.S.C. 207(r)

Consolidated Appropriations Act, 2023; Providing Urgent Maternal Protections for  
Nursing Mothers Act (S. 1658/ H.R. 3110)

Md. Code Ann., Health-General Art. § 20-801

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<sup>2</sup> All references are to specific federal or Maryland statutes or regulations. References are provided for convenience and informational purposes only and are not to be considered as exhaustive or as precluding Harford County Public Schools from relying upon any other statutes or regulations in support of a policy.