

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7908 Lactation

Reference:

Labor Code §§1030-1034

This Policy is to establish guidelines for promoting a breastfeeding-friendly work environment and supporting lactating employees of the District for as long as they desire to express breastmilk. The District supports the legal right and necessity of employees who choose to express milk in the work environment.

The District will provide reasonable accommodations pursuant to state and federal law to an employee to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding. These reasonable accommodations could include, but are not limited to, access to a private and secure room with seating, other than a restroom, that is in close proximity to their work area or classroom; permission to bring to work any equipment used to express breast milk; access to a power source for that equipment; and access to a nearby sink. Additionally, a lactating employee will be given a reasonable amount of time to accommodate the need to express breast milk or breastfeed an infant child, without incurring any retaliation as a result of using these reasonable accommodations.

The Chancellor shall establish Administrative Procedures which ensure that all members of the District community can present complaints regarding alleged violations of this Policy and have their complaints heard in accordance with law.

Adopted February 5, 2020