

Policy

MARRIED/PREGNANT AND LACTATING PUPILS

No pupil who is otherwise eligible to attend the district's school shall be denied an educational program solely because of pregnancy, childbirth, pregnancy related disabilities, or actual or potential parenthood. All pregnant pupils shall be permitted to remain in the regular school program and activities.

A pregnant pupil who does not wish to attend regular classes or who is physically unable to do so during pregnancy may, upon request, be assigned to either a formal alternative educational program or home instruction.

A pupil who has received an alternate educational program or home instruction for reasons associated with pregnancy shall be readmitted to the regular school program upon request and the written statement of a physician that the pupil is physically fit to do so.

A pregnant pupil under the age of 18 who wishes to withdraw from the district must have the written permission of the parents/guardians.

Lactation Provisions

Pupils admitted or returning to school following the birth of a child who choose to continue providing their milk for their infants shall receive the accommodations required by law that support their choice to breastfeed. Accommodations shall include but shall not be limited to:

A. Milk expression breaks for breastfeeding

The pupil shall be allowed to breastfeed or express milk during the school day using their normal breaks, study hall and meal times. For time that may be needed beyond the usual break times, the pupil may request a pass to the school nurse. The school nurse with the consultation of the principal and pupil's teacher(s) may at the request of the student develop regular schedule accommodations that better support their choice to breastfeed.

B. A place to express milk

A private room (not a toilet stall or restroom) shall be made available for the pupil to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If the pupil prefers, she may also breastfeed in other comfortable locations agreed upon in consultation with the principal. Expressed milk can be stored in general refrigerators; in designated refrigerators provided in the lactation room or other location; or in pupil's personal cooler.

C. Staff Support

The principal shall ensure that pregnant and breastfeeding pupils are notified about the district's lactation support policies and procedures. The principal shall be responsible for negotiating policies and practices that will help facilitate each pupil's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding pupils.

The building principal shall ensure that the New Jersey Department of Education signage shall be displayed in a clear and conspicuous manner in the school's waiting area, as well as in any lactation room that is made available. The New Jersey Department of Education signage shall contain information about breastfeeding; affirm a mother's right to nurse in public; and indicate that lactation rooms are being made available for the privacy and comfort of nursing mothers.

The building principal shall ensure board policy and regulations on provisions for milk expression breaks, for breastfeeding and the designated lactation room(s) are distributed to staff and pupils who are pregnant and nursing mothers returning from maternity leave.

	<u>Avalon</u>	<u>Stone Harbor</u>
Adopted:	December 12, 1990	June 29, 1994
NJSBA Review/Update:	May 2010	May 2010
Readopted:	September 2010	September 2010
Updated:	March 2022	March 2022

Key Words

Married Pupils, Pregnant Pupils, Married Pupils, Pregnant Pupils

<u>Legal References:</u>	<u>N.J.S.A.</u> 10:5-1 <u>et seq.</u>	Law Against Discrimination
	<u>N.J.S.A.</u> 18A:36-20	Discrimination prohibited
	<u>N.J.S.A.</u> 26:4B-4	Right to breastfeed in public
	<u>N.J.S.A.</u> 26:4C-1	Lactation rooms
	through 3	
	<u>N.J.A.C.</u> 6A:7-1.1 <u>et seq.</u>	Managing for Equality and Equity in Education
	<u>See particularly:</u>	
	<u>N.J.A.C.</u> 6A:7-1.4,-1.7	
	<u>N.J.A.C.</u> 6A:16-7.1	Code of student conduct
	20 <u>U.S.C.A.</u> 1681 - Title IX of the Education Amendments of 1972	
	P.L.1997, c.101 (C.26:4B-4). Right to Breastfeed in Public	
	P.L.2019, c.242. Requirements regarding the provision of lactation rooms for nursing mothers.	
	The Comprehensive Equity Plan, New Jersey State Department of Education	

Possible

<u>Cross References:</u>	*5141.3	Health examinations and immunizations
	*5145.4	Equal educational opportunity
	*6145	Extracurricular activities
	*6154	Homework/makeup work
	*6172	Alternative educational programs
	*6173	Home instruction

*Indicates policy is included in the Critical Policy Reference Manual.