



## College of The Albemarle Policy

**Policy Number: 3.4.11**

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**Title: Pregnant and Parenting Employees**

**Related Policy and Procedures:**

**Division of Responsibility: Human Resources**

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The College is fully committed to providing a learning and working environment that is free from prohibited discrimination. The College prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions. Pregnant and nursing employees will be provided with accommodations as required by law.

**A. Reasonable Accommodations for Pregnancy-Related Limitations**

In accordance with federal law, qualified applicants and employees with known limitations and/or conditions related to pregnancy, childbirth, termination of pregnancy, or lactation, or any medical conditions or recovery related to pregnancy, childbirth, termination of pregnancy, or lactation will be provided reasonable accommodations, unless the accommodation demonstrably would impose an undue hardship on the operation of the College. No adverse action will be taken against an applicant or employee for requesting or using a reasonable accommodation.

**B. Break Time to Express Milk**

For one year after the birth of an employee's child, the employee will be provided reasonable break times to express breast milk for the child each time the employee has need to express milk. The appropriate supervisor will designate a place, other than a bathroom, that the employee may use to express milk. Any designated place must be functional as a space for expressing milk, shielded from view, and free from intrusion from others.

Legal Reference: Consolidated Appropriations Act, P.L. 117-328, div. II - Pregnant Workers Fairness Act; Fair Labor Standards Act, as amended, 29 U.S.C. 201, *et seq.*; Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.*, 29 C.F.R. pt. 1604; Title IX of the Education Amendments Act of 1972, 20 U.S.C. 1681 *et seq.*, 34 C.F.R. pt. 106

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**Date Approved by Board of Trustees**

**Date of Last Review**

**Date of Last Revision**