



DATE: March 18, 2020

TO: Board of Education

FROM: Dr. Robert Leri, Superintendent Chief Learning Officer

SUBJECT: Approve Proposed Revisions to Board Policy 4033 Lactation Accommodation

PRESENTED BY: Ms. Joan Zappettini, Director of Human Resources

ACTION REQUESTED

Approve Proposed Revisions to Board Policy 4033 Lactation Accommodation

BACKGROUND INFORMATION

Policy updated to reflect NEW LAW (SB 142) which mandates districts to adopt policy that addresses an employee's right to request lactation accommodation, the process by which the employee makes the request, the district's obligation to respond to the request, and the employee's right to file a complaint with the Labor Commissioner alleging any violation of the right to lactation accommodation. Policy also reflects provisions of SB 142 requiring districts to provide a lactation room or location with prescribed features, prohibiting districts from discriminating or retaliating against an employee who exercises the right to lactation accommodation, and authorizing districts with fewer than 50 employees to seek an exemption from the requirement to provide lactation accommodation if the district demonstrates that the requirement poses an undue hardship.

This policy was presented to the Board for review on February 5, 2020 and is being brought back for approval.

RESOURCES REQUIRED: N/A

PREPARED BY: Cindi Friedli for Joan Zappettini

Attachment: Compared Policy