

**BREAKS FOR NURSING MOTHERS (BREASTFEEDING)**

**Policy Number:** 409

**Categorized:** [Human Resources](#)

**Responsible Office:** Human Resources

**Subject:** Policy and procedures for employees who are breastfeeding

**Related Policies:**

**Procedures:** [409P](#)

**Additional Information:**

**Effective Date:**

**Last Reviewed Date:** 06/13/2020

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**1. Scope**

This policy applies to all College employees who are breastfeeding for one year after the birth of their child.

**2. Policy Statement**

NOVA supports breastfeeding mothers by accommodating the mother who wishes to express breast milk during her workday. For up to one year after the child's birth, any employee who is breastfeeding her child will be provided reasonable break times to express breast milk for her newborn in a private location.

**3. Definitions**

N/A

**4. Procedures**

See [409P](#).

**5. Authority**

[DHRM Policy 1.25 Hours of Work](#)

[Fair Labor Standards Act § 7\(r\) \(as amended by the Affordable Care Act, P.L. 111-148\)](#)

VCCS Policy 3.14.7 Lactation