



## **PERSONNEL POLICY**

### **SUBJECT: LACTATION ACCOMMODATION**

DATE: TBD, 2024

Number: 105-16

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#### **I. Statement of the Policy**

To the extent required by law, Fulton County will provide a reasonable amount of break time to accommodate an employee desiring to express breast milk during work hours, or “lactation break time”. During lactation break time an employee will be relieved of all work-related duties.

In accordance with applicable law, upon being notified by an employee that the employee working at a Fulton County worksite desires to express breast milk during work hours, Fulton County will provide such employee with the use of a private room or other private location, other than a restroom or toilet stall, that is within close proximity of the employee’s Fulton County worksite, shielded from view and free from intrusion from coworkers and the public for the employee to express breastmilk. This may include an employee’s private office, if applicable. Fulton County may also provide an employee with the supplies that are necessary to create a private room or other private location for an employee to express breast milk at a Fulton County worksite.

A “Fulton County worksite” includes any County-owned location designated by an Appointing Authority or their designees for an employee to perform their County duties. Where applicable, a Fulton County worksite may include a personal automobile, regardless of ownership, if the employee requires lactation break time while conducting field work.

To assist with scheduling and identifying an appropriate area for lactation break time, employees should provide reasonable notice to their supervisor during their pregnancy or before they return to work that they intend to take lactation breaks upon returning to work.

Fulton County will otherwise treat lactation as a pregnancy-related medical condition and address lactation-related needs in the same manner that it addresses other pregnancy-related medical conditions, including requested time off for medical appointments, requested changes in schedules and other requested accommodations under the Pregnant Workers Fairness Act Personnel Policy and Procedure and applicable law. Fulton County will not demote, terminate or otherwise take adverse action against

These policies do not create a contract of employment. Employment for non-classified employees remains “at will”.

an employee because an employee requests or makes use of the accommodations and break time described in this policy.

## **II. Establishment and Implementation of Procedure**

The County Manager, in consultation with the Chief Human Resources Officer and the County Attorney, is authorized to establish and modify, as needed, a procedure for implementing this policy.