

Personnel

Board of Trustees Policy

SUBJECT: Lactation-Friendly Environment Policy for Students	NUMBER: 3.21
	DATE: April 21, 2025 Resolution # 25-39
	SUPERSEDES: November 21, 2022 Resolution # 22-150

Purpose

To establish guidelines for promoting a lactation-friendly environment for students at SUNY Schenectady Community College (“SUNY Schenectady” or the “College”).

Policy

SUNY Schenectady supports breastfeeding and the expression of breastmilk by students who are breastfeeding when they return to classes or other College activities.

Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at SUNY Schenectady. Any such actions will be addressed in accordance with SUNY Schenectady’s policies and procedures.

It shall be the policy of SUNY Schenectady to provide:

Awareness

SUNY Schenectady's Lactation-Friendly policy shall be disseminated and made available to employees and students at SUNY Schenectady.

Time to Express Milk or Breastfeed (Lactation Time)

Lactation time for students will be allowed and agreed upon between the faculty and the student.

Space

Students shall be provided the use of the lactation pod, located in the Begley Lobby, as a clean comfortable space for lactation purposes.

Atmosphere of Tolerance

Breastfeeding shall not constitute a source of discrimination in employment or potential employment. Breastfeeding should not be a barrier to students. It is prohibited under this policy to harass a breastfeeding student, as such harassing conduct may unreasonably interfere with a student's performance and creates an intimidating, hostile or offensive environment.

For further information, please see the Student Handbook.