



STATE OF NEW JERSEY

DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: March 12, 2025
To: Local Educational Agency Leads
Route To: Business Administrators, Board Secretaries, Charter and Renaissance School Designees, Administrators, Board Members
From: Michelle Whitmore, EEO/AA Officer
Office of EEO Officer
Division of Legal and External Services
Deadlines: July 1, 2025

2025 Report on Lactation-Related Policies in New Jersey Schools, Colleges, and Universities

On August 15, 2019, Governor Phil Murphy signed legislation requiring certain public facilities and offices to provide on-site lactation rooms for nursing mothers. The legislation additionally requires the New Jersey Department of Health to provide information about the availability of lactation rooms, and the New Jersey Department of Education (NJDOE) to provide information on lactation-related policies in New Jersey's schools, colleges, and universities. P.L. 2019, c. 242.

Following the adoption of P.L.2019, c.242, and pursuant to N.J.S.A. 26:4C-3, the NJDOE is required to evaluate, and to report to the Governor and to the Legislature "on the lactation-related policies that have been implemented at schools, colleges, and universities in the State." More specifically, each report submitted to the Governor and to the Legislature shall:

- (1) Summarize the applicable policies in this area;
- (2) Indicate the number and percentage of policies that authorize access to a designated lactation room; and
- (3) Indicate the manner in which such policies were communicated to students, parents, and guardians during the preceding school year. N.J.S.A. 26:4C-3(b).

With the above in mind, and no later than July 1, 2025, all New Jersey schools are asked to have the appropriate staff or administration member complete the [2025 Survey on Lactation Policies](#) so that the NJDOE can compile the necessary data to prepare its annual report.

Contact Information

For any questions, please contact Michelle Whitmore, EEO/AA Officer at (609) 376-3650, or via email at michelle.whitmore@doe.nj.gov.

c: Members, State Board of Education
NJDOE Staff
Statewide Parent Advocacy Network
Garden State Coalition of Schools
NJ LEE Group