



# STATE OF NEW JERSEY DEPARTMENT OF EDUCATION

## **2026 Report on Lactation-Related Policies in New Jersey Schools, Colleges, and Universities**

State Law (P.L.2019, c. 242) requires certain public facilities and offices to provide on-site lactation rooms for nursing mothers. Additionally, the law 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.

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."

With the foregoing in mind, the *2026 Report on Lactation-Related Policies in New Jersey Schools, Colleges, and Universities* is based on qualitative data collected through survey questionnaires sent out to New Jersey State schools, colleges, and universities utilizing a Department memo. The results of the self-reported survey responses were provided to the Department from the State's schools within the districts and directly from the State's colleges and universities. In total, two hundred eleven (211) New Jersey schools and thirty (30) New Jersey colleges and universities provided responsive data and information to the Department.

### **I. Summary of Applicable Lactation-Related Policies**

In general, student and staff lactation-related policies in New Jersey schools, colleges, and universities recognize that students and staff members who choose to breastfeed their infants shall receive the necessary accommodations required by law. The accommodations to be provided to students and staff members include, but are not limited to, the following:

- ❖ For students, the ability to breastfeed or express milk for their nursing child occurs during the school day using their normal breaks, study hall, and/or meal times;
- ❖ For staff members, reasonable break times to express breast milk for their nursing child;
- ❖ For students and staff members, a functional room(s) to breastfeed or express milk, and which must be private, shielded from view, free from intrusion, sanitary, located near a sink with running water, have a chair, and have an electrical outlet; and
- ❖ For students and staff members, the ability to store expressed milk in general refrigerators, in designated refrigerators provided in the lactation room(s), or in the student or staff member's personal cooler.

Student and staff lactation-related policies in New Jersey schools, colleges, and universities consistently recognize that a bathroom(s), even if private, is not a permissible or suitable location for a lactation room(s), and that appropriate signage must be displayed in a clear and conspicuous manner indicating that a lactation room(s) is being made available for the privacy and comfort of nursing students and staff members.

The aforementioned lactation-related policies in New Jersey schools, colleges, and universities implicate, among other laws, the Fair Labor Standards Act, the Patient Protection and Affordable Care Act, as well as the New Jersey Law Against Discrimination.

## **II. Number and Percentage of Lactation-Related Policies that Authorize Access to a Designated Lactation Room (State and County Wide)**

Based on the data provided to the Department's Equal Employment Opportunity/Affirmative Action Officer, of the State's two hundred eleven (211) reporting New Jersey schools, one hundred thirty-four (134) or sixty-four percent (64%) have **student** lactation-related policies. Of the seventy-seven (77) or thirty-six percent (36%) of schools that do not have a student lactation-related policy, sixty (60) or seventy-eight percent (78%) accommodate requests from students to have access to a lactation room(s). Within this grouping, seventeen (17) or twenty-two percent (22%) of schools have not had to accommodate requests from students to have access to a lactation room because one (1) school is an all-boys school, and the other reporting schools are Pre-kindergarten to 8<sup>th</sup> grade. Yet they reported that they will accommodate should a student need a lactation room.

Of the State's two hundred eleven (211) reporting New Jersey schools, one hundred eighty-four (184) or eighty-seven percent (87%) of New Jersey's reporting schools have adopted **staff** lactation-related policies. Of the twenty-seven (27) or thirteen percent (13%) of schools that have not adopted a staff lactation-related policy, twenty-seven (27) or one hundred percent (100%) accommodate requests from staff members to have access to a lactation room(s). Thus, all reporting New Jersey schools are in compliance with this legislation and accommodate staff requests to have access to a lactation room(s).

Of the State's thirty (30) reporting New Jersey colleges and universities, twenty-two (22) or seventy-three percent (73%) have adopted **student** lactation-related policies. Although eight (8) or twenty-seven percent (27%) of reporting New Jersey colleges and universities have not adopted student lactation-related policies, seven (7) or eighty-eight percent (88%) of these colleges and universities accommodate requests from students for access to a lactation room(s). One (1) college has not had to accommodate requests from students because it is an all-male college. Thus, all reporting New Jersey colleges and universities are in compliance with this legislation and accommodate student requests to have access to a lactation room(s).

Of the State's thirty (30) reporting New Jersey colleges and universities, twenty-one (21) or seventy percent (70%) of reporting New Jersey's colleges and universities have adopted **staff** lactation-related policies. Of the nine (9) reporting New Jersey colleges and universities that have not adopted staff lactation-related policies, nine (9) or one hundred percent (100%) accommodate requests from staff members for access to a lactation room(s). Thus, all reporting New Jersey colleges and universities are in compliance with this legislation and accommodate staff requests to have access to a lactation room(s).

### **III. Manner in which Lactation-Related Policies are Communicated to Students, Parents, and Guardians**

For those New Jersey schools, colleges and universities that have adopted student lactation-related policies, the substance of those policies is generally communicated to students, parents, and guardians via, among other means: Parent/student handbooks; school, college, or university's website; policy link sent to parents annually; policy distributed regarding non-discrimination and affirmative action; discussed at board meetings; notice boards; newsletters; poster board displays; on the Office of Human Resources webpage; college email accounts; campus maps; at the campus safety office; during new student orientation; signage visible on the lactation rooms; via the nursing office; by the case managers, social workers, or guidance counselor; the principal distributes to all students returning to school after the birth of their child; upon request from a student or parent; and in the school office.

For those New Jersey schools, colleges, and universities that have adopted staff lactation-related policies, the substance of these policies are typically communicated by way of the following: distribution of staff/faculty handbooks/manuals; school website; staff orientation, posted on notice boards throughout campus; signage visible on the lactation rooms; via employee portals; from the Office of Human Resources; SharePoint sites; upon request; lactation spaces marked on college maps and in the college catalog; emails sent annually to all employees; distribution of the breastfeeding policy; distribution of administrative procedures; new hire onboarding; newsletters; school intranet database; Title IX website; in the university policy prohibiting discrimination in the workplace; and through the Campus Safety office.

Pursuant to *N.J.S.A. 26:4C-3*, the within report shall be posted at a publicly accessible location on the Department's website: [Lactation Room Policy Reports](#).