

## Suggested Changes to 4000 Series Board Policies and Administrative Regulations

Number	BP/AR	Title	Suggested Changes
4030	BP	Nondiscrimination in Employment	The following Board policy and accompanying administrative regulation are mandated pursuant to Government Code 11138 and 2 CCR <a href="#">11023</a> . The California Fair Employment and Housing Act (FEHA) (Government Code <a href="#">12900-12996</a> ) prohibits districts and district employees from harassing or discriminating against employees and job applicants on the basis of actual or perceived race, color, ancestry, national origin, age, religious creed, marital status, pregnancy, physical or mental disability, medical condition, genetic information, military and veteran status, sex, sexual orientation, gender, gender identity, or gender expression. Pursuant to Government Code <a href="#">12940</a> , these protections apply to employees, job applicants, persons who serve in an unpaid internship or other limited-duration program to gain unpaid work experience, volunteers, and independent contractors.
4030	AR	Nondiscrimination in Employment	Pursuant to Government Code 11138 and 2 CCR <a href="#">11023</a> , districts are mandated to adopt rules and regulations to ensure that district programs and activities are free from unlawful discriminatory practices. Pursuant to Government Code <a href="#">12940</a> , protections against discrimination apply to employees, job applicants, persons who serve in unpaid internship or other limited-duration programs to gain unpaid work experience, volunteers, and independent contractors.
4033	BP	Lactation Accommodation	Pursuant to Labor Code 1034, as added by SB 142 (Ch. 720, Statutes of 2019), districts are mandated to develop policy regarding lactation accommodation with specified components, as provided below. Both federal and state law require that employees be provided reasonable break time and an appropriate location to accommodate their desire to express milk for their infant children. 29 USC 207 requires employers to provide reasonable break time for nursing employees, but applies only to employees who are not exempt from the overtime pay requirements of the Fair Labor Standards Act (FLSA). State law (Labor Code 1030-1034) applies to all district employees. Where provisions of the two laws conflict, the statute providing greater protections for employees supersedes. The district should consult legal counsel if questions arise about the application of these laws to a particular employee.