

Senate Engrossed

breastfeeding mothers; teachers; accommodation

State of Arizona  
Senate  
Fifty-sixth Legislature  
Second Regular Session  
2024

# SENATE BILL 1555

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY  
ADDING SECTION 23-207; RELATING TO EMPLOYMENT.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, article 1, Arizona Revised  
3 Statutes, is amended by adding section 23-207, to read:

4 23-207. Breastfeeding mothers; teachers; public schools;  
5 reasonable accommodation; exemption

6 A. A SCHOOL DISTRICT OR CHARTER SCHOOL MAY NOT PROHIBIT A NURSING  
7 MOTHER WHO IS A TEACHER AT THE SCHOOL FROM BRINGING THE MOTHER'S INFANT TO  
8 THE SCHOOL IN ORDER TO BREASTFEED THE INFANT AND SHALL PROVIDE A TEACHER  
9 WITH REASONABLE BREAK TIMES AND A PRIVATE PLACE SHIELDED FROM VIEW TO  
10 EXPRESS BREAST MILK. THE SCHOOL DISTRICT OR CHARTER SCHOOL MUST PROVIDE  
11 REASONABLE ACCOMMODATIONS IF THE ACCOMMODATIONS DO NOT POSE AN UNDUE  
12 HARDSHIP, INCLUDING REASONABLE BREAKS AND A PRIVATE PLACE TO ALLOW THE  
13 NURSING MOTHER TO BREASTFEED.

14 B. A SCHOOL DISTRICT OR CHARTER SCHOOL IS EXEMPT FROM PROVIDING A  
15 REASONABLE ACCOMMODATION IF THE SCHOOL DISTRICT OR CHARTER SCHOOL CAN  
16 DEMONSTRATE AN UNDUE HARDSHIP THAT INCLUDES ANY OF THE FOLLOWING:

17 1. THE COSTS ASSOCIATED WITH PROVIDING THE REASONABLE  
18 ACCOMMODATION.

19 2. THE AVAILABLE RESOURCES OF THE SCHOOL DISTRICT OR CHARTER  
20 SCHOOL.

21 3. A SUBSTANTIAL ALTERATION OF AN EDUCATIONAL PROGRAM.

22 4. A SUBSTANTIAL CLASSROOM DISRUPTION OR TEACHER WORKFLOW  
23 DISRUPTION.

24 5. A SUBSTANTIAL SAFETY CONCERN OR LIABILITY RISK.

25 C. A SCHOOL DISTRICT OR CHARTER SCHOOL IS NOT REQUIRED TO PROVIDE  
26 CHILD CARE SERVICES.