



Accommodations for Lactating Mothers

The Society of Actuaries (SOA) supports and values a mother's decision to breastfeed. Lactating mothers will be afforded additional break time to express breast milk and SOA will work with the testing facility to try to accommodate requests for physical accommodations for lactating mothers. Testing facilities have limited resources to provide the accommodations, which are available on a first come, first served basis. *Please note that limited availability of appropriate space may require a candidate to travel to a more distant testing center.* Children are not permitted at SOA exams.

Requesting an Accommodation

To request an accommodation, the [Lactating Mothers Accommodations Request](#) online form should be completed as early as possible, **preferably no later than 90 days prior to an exam date.** Upon receiving approval for accommodation from the SOA, if the candidate is testing at a Prometric testing center, the accommodation must be setup no later than 60 days prior to exam date. This will enable Prometric to assign a TA Advocate who will assist in locating and assigning a testing center with the necessary space. *Requests not submitted within this timeframe will be considered on a case-by-case basis and may be difficult to accommodate.*

- **NOTE:** The accommodation must be approved prior to scheduling an exam center. Scheduling a center without prior approval may result in an examination appointment *without accommodations.*

Accommodations Offered for Lactating Mothers

Upon receipt and approval of the [Lactating Mothers Accommodations Request Form](#), SOA and the testing facility will work together to provide the following accommodations:

- Private space, with chair and electrical outlet;
- Additional 30 minutes of break time;
- Permission to bring candidate supplied breast pump*.

*Bag and equipment subject to inspection by the exam center staff or supervisor. Do not bring any unauthorized material, including written notes, paper, etc.

Questions

Any questions regarding this policy should be directed to accommodations@soa.org.