



Book	Policy Manual
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Title	EMPLOYEES BREASTFEEDING THEIR CHILDREN
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#### 8700 - **EMPLOYEES BREASTFEEDING THEIR CHILDREN**

The Board supports staff members who choose to express breast milk following the birth of a child. When any staff member, whether a professional staff member or support staff member has notified their supervisor of the staff member's intent to express breast milk during the workday, the supervisor shall make necessary arrangements to provide the following:

- A. an appropriate location for expressing milk that is private and sanitary;

The location must be shielded from view and not accessible during usage by any other person. The location provided may not be a bathroom. Minimally, the ~~lactation space~~ location will include a chair, a table or shelf for the breast pump/supplies, waste basket, electrical outlet, and proximity to clean water. A sign will be posted outside the door with a well communicated policy to help prevent others from entering the space.

- B. an appropriate location to safely store expressed milk while at work, such as in an insulated food container, personal cooler, or refrigerator;
- C. a reasonable amount of time to complete the activity based on an established schedule of frequency the staff member requires;

The staff member is responsible for providing a schedule of frequency and for completing the process efficiently. The Supervisor is responsible for ensuring the ~~lactating employee's~~ staff member's duties are covered during scheduled lactation breaks.

- D. Additional reasonable accommodations relating to lactation, as needed
- ~~A. An appropriate location that is suitable for expressing breast milk. The location must be shielded from view and not accessible during usage by any other person. The location provided may not be a bathroom.~~
- ~~B. A reasonable amount of time to complete the activity based on an established schedule of frequency the staff member requires. The staff member is responsible for providing a schedule of frequency and for completing the process efficiently.~~

Additional requests from a ~~covered employee~~ staff member to assist in the process of expressing breast milk under this policy should be addressed to a building administrator. Reasonable efforts will be made to facilitate full access to the benefits of this policy.

Any staff member who has given birth to a child and opts to express breast milk thereafter is entitled to the benefits of this policy.

Any staff member who has provided notice of the need to express breast milk at work and has complied with the responsibilities of doing so in this policy is eligible to do so.

No staff member who requires break time to express breastmilk consistent with this policy shall be subjected to retaliation or any form of adverse treatment for doing so.

Any staff member who feels they have been denied adequate protections or feels they have been retaliated against or otherwise treated unfairly as a result of availing themselves of the rights described in this policy shall report such concerns to the District Administrator. Any such report shall specify the alleged deficiency and desired resolution so that the District Administrator may provide an appropriate resolution, within ten (10) calendar days of the report.

The benefits described in this policy shall be administered concurrently with other benefits, such as Family Medical Leave Act (FMLA) rights.

This policy does not apply to students. Any student who is expressing breast milk following the birth of a child should contact the Pupil Services Director to discuss arrangements to enable the student to do so.

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29 U.S.C. 218d