

## PERSONNEL

Breastfeeding in the Workplace

Recognizing that breastfeeding is a normal part of daily life for mothers and infants and that Montana law authorizes mothers to breastfeed their infants where mothers and children are authorized to be, the District will support women who want to continue breastfeeding after returning from maternity leave.

The District shall provide reasonable unpaid break time each day to an employee who needs to express milk for the employee's child, if breaks are currently allowed. If breaks are not currently allowed, the District shall consider each case and make accommodations as possible. Supervisors are encouraged to consider flexible schedules when accommodating employee's needs.

The District will provide reasonable accommodations for students and staff on the school campus to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding. Employees and students shall be provided the use of a clean, comfortable space or "Lactation Area." A toilet shall not serve as the lactation area.

The Lactation Area will:

- be shielded from view and free from intrusion from the public, students, and other staff
- be equipped with an electrical outlet
- have access to a place to store expressed breast milk safely
- be in close proximity to the employee's work area, if possible
- contain comfortable seating.

Legal References:	§ 39-2-215, MCA	Public employer policy on support of women and breastfeeding – unlawful discrimination
	§ 39-2-216, MCA	Private place for nursing mothers
	§ 39-2-217, MCA	Break time for nursing
	§ 50-19-501, MCA	Nursing mother and infant protection
	37.111.811(1)(g) ARM	Physical Requirements

Cross References:	Policy 1085	Uniform Grievance Procedure
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Policy History:

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