

## **LACTATION ACCOMMODATIONS**

The Board recognizes the immediate and long-term advantages of breastfeeding and commits to providing a supportive environment for both staff and students who choose to breastfeed and/or express milk upon returning to work and/or school. The Board also recognizes the unique responsibility parenting students have to both their education and their child when returning to school.

### STAFF

When any staff member, whether professional or support staff, has notified their supervisor of their intent to express milk during the workday, the [Principal/District Administrator/Other \_\_\_\_] shall make necessary arrangements to provide the following:

- A. An appropriate location for expressing milk that is private and sanitary. The location provided may not be a bathroom, must be shielded from view, and must be free from intrusion by any other person. Minimally, the lactation space 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 express milk based on an established schedule of frequency the staff member requires. The staff member is responsible for providing a schedule of frequency, which could be adjusted over time, as needs change. The [Principal/District Administrator/Other \_\_\_\_] is responsible for ensuring the lactating employee's duties are covered during scheduled lactation breaks.
- D. Additional reasonable accommodations relating to lactation, as needed.

An employee who uses their break time to express milk will be compensated to the same extent and in the same way that other employees are compensated for break time. This policy does not require the employee to work while pumping. However, if the employee works while pumping, the employee will be paid at their regular rate for that time. Any lactating staff member who opts to express milk is entitled to the rights of this policy. Any staff member who has provided notice of the need to express milk at work is eligible to do so for up to one (1) calendar year from birth. Lactation accommodations will be provided after one year to the extent doing so does not cause an undue hardship on the employer.

No staff member who requires break time to express milk 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 treated unfairly as a result of availing themselves of the rights of 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.

### STUDENTS

When any student has notified a school employee of the student's intent to express milk during the school day, the Title IX Coordinator, in cooperation with the [Principal/District Administrator/Other \_\_\_\_], shall make necessary arrangements to provide the following:

- A. An appropriate location for expressing milk that is private and sanitary. The location provided may not be a bathroom, must be shielded from view, and must be free from intrusion by any other person. Minimally, the lactation space 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 school, such as in an insulated food container, personal cooler, or refrigerator.
- C. A reasonable amount of time to express milk based on an established schedule of frequency the student requires. The student is responsible for providing a schedule of frequency, which could be adjusted over time, as needs change.
- D. Additional reasonable accommodations relating to lactation, as needed.

Any lactating student who opts to express milk is entitled to the rights of this policy. The student will be allowed to bring a breast pump and any other equipment used to express milk on school grounds.

The student will not incur an academic penalty for using any of these reasonable accommodations and shall be provided the opportunity to make up any work missed due to such use. A student involved in extracurricular activities will not incur a penalty for using any of these reasonable accommodations. Any student 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 of this policy shall report such concerns to the Title IX Coordinator. 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.

Legal References:                    29 U.S.C. 218d  
    42 U.S.C. 2000gg