

## Harlem School District

### PERSONNEL

5325

#### Breastfeeding 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. The District is not required to provide break time if to do so would unduly disrupt the District's operations. **Supervisors are encouraged to consider flexible schedules when accommodating employee's needs.**

The District will make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, **where an employee can express the employee's breast milk.** The available space will include the provision for lighting and electricity for the pump apparatus. If possible, supervisors will ensure that employees are aware of these workplace accommodations prior to maternity leave.

Legal Reference: Title 39, Chapter 2, Part 2, MCA General Obligations of Employers

#### Policy History:

Adopted on: September 19, 2007

Reviewed on:

Revised on: