

# **Browning Public Schools**

Policy #5325

Policy Name: *Breastfeeding in Workplace*

**Regulation:** -----

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 infants are authorized to be, the District will support mothers who want to continue breastfeeding after returning from maternity leave.

The District shall provide reasonable break time each day to an employee who needs to express milk for the employee's a 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. **Building administrators are authorized to work with teachers to provide students necessary time to express milk for a child.**

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, that is shielded from view and free from intrusion from coworkers and the public,~~ where an employee **or student** can express the employee's breast milk **safely**. The available space will include the provision for lighting and electricity for the pump apparatus. ~~The District will also provide facilities for milk storage.~~ **If possible, supervisors and building administrators shall ensure that those employees or students in need of such accommodations shall be aware of them prior to maternity leave.**

If possible, supervisors **and building administrators** will **shall** ensure that **those** employees **or students in need of such accommodations shall be** are aware of these workplace accommodations prior to maternity leave.

**Legal Reference:** §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 mothers

**37.111.811, ARM Physical Requirements**

## **Policy History**

Adopted On: 5/25/16

Revised On: 6/30/21

Reviewed: 9/8/20