

# Three Rivers School District

8550 New Hope Rd • PO Box 160 • Murphy, OR 97533

Policy: GBDA  
Adopted: 11/17/08

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## MOTHER-FRIENDLY WORKPLACE

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The District recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by expressing milk in the workplace. The Board directs the Superintendent/designee to take measures and develop regulations to ensure that all district employees shall be provided with an adequate location for the expression of milk.

The Superintendent/designee shall see that the district makes a reasonable effort to provide a room or other location in close proximity to the employees work areas, other than a restroom, where an employee can express milk in privacy. This policy directs the Superintendent/designee to include the following in the development of a regulation to ensure the provisions for employees required by this policy:

1. The Advice of a school nurse or health professional in determining the most reasonable facility accommodation.
2. The plan shall include an accessible, private room with a lock that would allow a mother to:
  - a. Pump breast milk to be stored for later use.
3. The room shall include:
  - a. ~~Inclusion of e-~~Electrical outlets for electric pumps;
  - b. Sanitation facilities including a sink close by, for hand washing and the rinsing of containers;
  - c. A sign up sheet and a sign posting the room as "private during use";
  - d. ~~A flexible work schedule in consideration of the requirements of the staff members responsibility;~~
  - e. ~~Time allotted for this activity is not to exceed the normal time allowed for lunch and or breaks.~~

The District shall provide the employee a 30-minute rest period to express milk during each four-hour work period, or the major part of a four-hour work period, to be taken by the employee approximately in the middle of the work period<sup>1</sup>. If feasible, the employee will take the rest periods at the same time as the rest periods or meal periods provided by the district.

<sup>1</sup> Districts should refer to their collective bargaining agreements to determine if the "rest period" is paid, nonpaid or a combination.

END OF POLICY

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Legal Reference(s):

ORS 243.650  
ORS 653.077  
ORS 653.256  
OAR 839-020-0051