

## POLICY 3092

### Nursing Mothers in the Workplace

~~This policy is adopted in conformance with the provisions of Nursing Mothers in the Workplace, [Utah Code § 34-49-101 et seq.](#)~~

#### A. Reasonable Breaks

1. With regard to a breastfeeding employee, the District shall provide, for at least one year after the birth of the employee's child, reasonable breaks to accommodate the employee's needs to breast feed or express milk. The District shall consult with the employee to determine the frequency and duration of the breaks. A break shall, to the extent possible, run concurrent with any other break period otherwise provided to the employee.

[Utah Code § 34-49-202 \(2016\)](#)  
[29 U.S.C. § 218d\(a\)\(1\)](#)

#### B. Private Location

1. The District shall provide for a breastfeeding employee a room or other location in close proximity to the breastfeeding employee's work area. The room or location may not be a bathroom or toilet stall. The room or location shall be maintained in a clean and sanitary condition, provide privacy shielded from the view of and intrusion from coworkers or the public, be available for the reasonable breaks as determined in consultation with the District and have an electrical outlet. The District is not required to provide a room or other location if compliance would create an undue hardship on the operations of the District by causing the District significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the District's operations.

[Utah Code § 34-49-202 \(2016\)](#)  
[29 U.S.C. § 218d\(a\)\(2\)](#)

#### C. Refrigerator or Freezer

1. The District shall provide access to a clean and well-maintained refrigerator or freezer for the temporary storage of the employee's breast milk.

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November 13, 2024  
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December 11, 2024

[Utah Code § 34-49-202 \(2016\)](#)