



Book	Policy Manual
Section	For Board Review - Technical Corrections Vol. 34, No. 1
Title	EMPLOYEES BREASTFEEDING THEIR CHILDREN
Code	po8700
Status	
Adopted	May 20, 2024

#### 8700 - **EMPLOYEES BREASTFEEDING THEIR CHILDREN**

The Board supports staff members who choose to express breast milk ~~following the birth of a child~~. When any staff member, ~~whether a professional staff member or support staff member~~ has notified ~~their~~ the staff member's supervisor of the staff member's intent to express breast milk during the workday, the supervisor shall make necessary arrangements to provide the following:

- A. ~~An~~ appropriate location that is suitable for expressing breast milk;-

The location must be shielded from view and not accessible during usage by any other person. The location provided may not be a bathroom.

- B. ~~A~~ reasonable amount of time to complete the activity based on an established schedule of frequency the staff member requires. The staff member is responsible for providing a schedule of frequency and for completing the process efficiently.

Additional requests from a covered employee ~~to assist for assistance in the process of expressing breast milk~~ developing procedures for the employee's need to express under this policy should be addressed to a building administrator. Reasonable efforts will be made to facilitate full access to the benefits of this policy.

Any staff member who ~~has given birth to a child and~~ opts to express breast milk ~~thereafter~~ is entitled to the benefits of this policy.

Any staff member who has provided notice of the need to express breast milk at work and has complied with the responsibilities of doing so in this policy is eligible to do so.

No staff member who requires break time to express breastmilk consistent with this policy shall be subjected to retaliation or any form of adverse treatment for doing so.

Any staff members 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 described in this policy shall report such concerns to the ~~District Administrator~~ Superintendent. Any such report shall specify the alleged deficiency and desired resolution so that the ~~District Administrator~~ Superintendent may provide an appropriate resolution, within ten (10) calendar days of the report.

The benefits described in this policy shall be administered concurrently with other benefits, such as Family Medical Leave Act (FMLA) rights.

This policy does not apply to students. Any student who is expressing breast milk following the birth of a child should contact the Pupil Services Director to discuss arrangements to enable the student to do so.

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29 U.S.C. 218d