**BREASTFEEDING SUPPORT POLICY**

Philosophy

The school board adheres to the belief that healthy employees and families provide for a more productive working environment for all school district staff. The board recognizes the health benefits of breastfeeding for both the mother and the child. This policy will serve as a way to protect the health and privacy of mothers and their children who breastfeed. In addition, it will serve to promote breastfeeding as a normal part of daily life, and will represent an important component of community support for breastfeeding. The board recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by breastfeeding or expressing milk in the workplace and that school board and district employees should be given time and an adequate location for this activity.

Policy

Lactating employees of the school district are allowed to breastfeed their infants or to express breast milk for their children on school district premises. Prior to returning to work from maternity leave; the employee must inform the supervisor of her intent to continue breastfeeding her infant. In the event that modifications to the employee’s schedule are necessary, the supervisor will work with the employee to make alternate arrangements. The employee should keep her supervisor informed of her needs throughout the period of lactation.

The policy directs the superintendent/designee to include the following in the development of a breastfeeding support program:

• Advice of a school nurse or health professional in determining the most reasonable facility accommodation

• An accessible, clean, private room that would allow a mother to breastfeed her child or to pump breast milk to be stored for later use

• Room shall include an electrical outlet for electric pumps and a locking door if available

• Sanitation facilities including a sink close by, for hand washing and rinsing of containers

• A sign-up sheet and a sign posting the room as “private” during use

• 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 unpaid period to breastfeed or 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.

• Employees will not be retaliated against for exercising the rights provided by this policy