

Clackamas Education Service District

Code: **GBDA**
Adopted: 05/20/09

Mother Friendly Workplace

CESD recognizes that a normal and important role for mothers is to have the option and ability to express milk in the workplace. The Board directs the superintendent/designee to take measures and develop regulations to ensure that all CESD employees shall be provided with an adequate location for the expression of milk.

The superintendent/designee shall see that CESD makes a reasonable effort to provide a room or other location in close proximity to 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. 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:
 - a. To pump breast milk to be stored for later use; and
 - b. A flexible work schedule in consideration of the requirements of the staff member's responsibility.
3. The room shall include:
 - a. Electrical outlets for electric pumps;
 - b. Sanitation facilities, including a sink close by, for hand washing and the rinsing of containers; and
 - c. A sign up sheet and a sign posting the room as "private during use."
4. Time allotted for this activity is not to exceed the normal time allowed for lunch and/or breaks.

CESD shall provide the employee an unpaid 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.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 653.077](#)

[ORS 653.256](#)