

Clackamas Education Service District

Code: **GBDA**
Adopted: 05/20/09
Readopted: 11/20/13

Mother Friendly Workplace

CESD recognizes that a normal and important role for a mother is to have the option and ability to provide for her child 18 months or younger by breast-feeding or expressing milk in the workplace. The Board directs the superintendent or designee to take measures and develop regulations to ensure that CESD employees shall be provided with an adequate location in CESD facilities for the expression of milk or breast feeding. CESD will make reasonable efforts to accommodate this policy for staff in locations not owned by CESD.

The superintendent or 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 breast-feed her child or express milk in privacy. This policy directs the Superintendent or designee to include the following in the development of an administrative rule to ensure the provisions for employees required by this policy.

1. The advice of a school nurse or health professional in identifying the most reasonable facility accommodation;
2. A plan which includes an accessible, private room with a lock that would allow a mother:
 - a. To breast-feed a child brought in during a lunch or other break period;or
 - b. To pump breast milk to be stored for later use.
3. A room that includes:
 - a. An electrical outlet for an electric pump;
 - 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.

A reasonable effort will be made to provide a flexible work schedule in consideration of the requirements of the staff member's responsibility.

The ESD shall provide the employee a 30-minute rest period to breast-feed or express milk during each 4-hour work period, or the major part of a 4-hour work period, to be taken by the employee approximately in the middle of the work period.¹ If feasible, the employee will take the rest period at the same time as the usual rest periods or meal periods provided by CESD.

END OF POLICY

¹ESDs should refer to their collective bargaining agreements to determine if the "rest period" is paid, nonpaid or a combination.

Legal Reference(s):

[ORS 243.650](#)

[ORS 653.077](#)

[ORS 653.256](#)

[OAR 839-020-0051](#)

Cross Reference(s):

GCBD/GDBD - Leaves and Absences