

Mother Friendly Workplace

The district recognizes that a normal and important role for a mother is to have the option and ability to provide for her child by breast feeding or expressing milk in the workplace. The Board directs the superintendent/designee to take measures and develop regulations to ensure that all district employees shall be provided with an adequate location for the expression of milk or breast feeding.

The superintendent/designee shall see that the district makes a reasonable effort to provide a room, other than a restroom, or other location in close proximity to work areas where an employee can breast feed her child or 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. The 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 to:
 - a. Breast-feed a child brought in during a lunch or other break period;
 - b. Pump breast milk to be stored for later use.
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.”

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

The district shall provide reasonable unpaid rest periods to accommodate an employee who needs to breast feed or express milk for her child. Unless otherwise agreed to by the district and the employee, the district shall provide the employee a 30-minute rest period to breast feed or 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 four-hour work period. If feasible, employee will take the rest periods at the same time as rest (i.e., break) or meal periods that are otherwise provided to the employee. If not feasible, employee is entitled to take an unpaid rest period of up to 30 additional minutes during each four-hour period to breast feed or express milk. The employer may allow the employee to make up unpaid time before the start of, or at the end of her regular shift.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 653.077](#)

[ORS 653.256](#)

[OAR 839-020-0051](#)