

Mother Friendly Workplace

The district recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by expressing milk in the workplace. The board directs the superintendent or 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.

The superintendent or designee shall see that the district makes a reasonable effort to provide a room or other location in close proximity to the employee's work area, other than a restroom, where an employee can express milk in privacy. This policy directs the superintendent or designee to include the following in the development of a regulation to ensure the provisions for employees required by this policy:

1. The plan shall include an accessible, private room with a lock that would allow a mother to pump breast milk to be stored for later use.
2. The room shall include:
 - a. Electrical outlets for electric pumps;
 - b. Sanitation facilities including a sink close by;
 - 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 members' responsibilities.

The district shall provide the employee reasonable, unpaid rest periods which will consist of a 30-minute rest period to express milk during each four hour work period, or the major part thereof, to be taken approximately in the middle of the work period. The employee shall, if feasible, take the rest periods to express milk at the same time as rest periods or meal periods that are otherwise provided to the employee.

The administrator or supervisor at each district facility will designate a location and publish that location in the employee handbook for each site. A list of district sites will be maintained in the human resources' office.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 653.077](#)

[ORS 653.256](#)

[OAR 839-020-0051](#)

Cross Reference(s):

GCBD/GDBD - Leaves and Absences