

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 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 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/designee to include the following in the development of a regulation to ensure the provisions for employees who can avail themselves of this policy.

1. Have access to a private room with a lock that would allow a mother to:
 - a. Breast-feed her child brought in during a lunch or other break period;
 - b. Pump breast milk to be stored for later use;
 - c. Inclusion of electrical outlets for electric pumps;
 - d. Sanitation facilities including a sink close by, for hand washing and the rinsing of containers;
 - e. A sign up sheet and a sign posting the room as "private during use";
 - f. Enjoy a flexible work schedule as practicable to accommodate breast feeding or pumping breast milk;
 - g. Time allotted for this activity is not to exceed the normal time allowed for lunch and or breaks.

Possible rooms may include accommodations if applicable to each rooms. Sick room, In-School Suspension Room, Counselor's Office, Principal's Office.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 653.077](#)

[ORS 653.256](#)