

Mother Friendly Workplace

The public charter school 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 public charter school administrator to take measures and develop regulations to ensure that all public charter school employees shall be provided with an adequate location for the expression of milk or breast-feeding.

The public charter school administrator shall see that the public charter school 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 breast-feed her child or express milk in privacy. This policy directs the public charter school administrator 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:
 - 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. 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 public charter school 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 rest periods or meal periods provided by the public charter school.

END OF POLICY

¹Public charter schools should refer to their work agreements to determine if the "rest period" is paid, nonpaid or a combination. The statute states the rest period is unpaid unless the public charter school has language in employee work agreements that addresses paid breaks.

Legal Reference(s):

[ORS 243.650](#)

[ORS 338.115](#)

[ORS 653.077](#)

[ORS 653.256](#)

[OAR 839-020-0051](#)