

PERSONNEL

1 Breastfeeding Workplace

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3 Recognizing that breastfeeding is a normal part of daily life for mothers and infants and that
4 Montana law authorizes mothers to breastfeed their infants where mothers and children are
5 authorized to be, the District will support women who want to continue breastfeeding after
6 returning from maternity leave.

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8 The District shall provide reasonable unpaid break time each day to an employee who needs to
9 express milk for the employee’s child, if breaks are currently allowed. If breaks are not currently
10 allowed, the District shall consider each case and make accommodations as possible. The
11 District is not required to provide break time if to do so would unduly disrupt the District’s
12 operations. Supervisors are encouraged to consider flexible schedules when accommodating
13 employees’ needs.

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15 The District will make reasonable efforts to provide a room or other location, in close proximity
16 to the work area, other than a toilet stall, where an employee can express the employee’s breast
17 milk. The available space will include the provision for lighting and electricity for the pump
18 apparatus. If possible, supervisors will ensure that employees are aware of these workplace
19 accommodations prior to maternity leave.

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23 Legal Reference: § 39-2-215, MCA Public employer policy on support of women and
24 breastfeeding – unlawful discrimination
25 § 39-2-216, MCA Private Place for nursing mothers
26 § 39-2-217, MCA Break time for nursing mothers
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28 Policy History:

29 Adopted on:

30 Revised on:

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32 *Revision Note:*