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3 **PERSONNEL**

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5 Breastfeeding in the School or Workplace

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

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12 The District shall provide reasonable unpaid break time each day to an employee who needs to  
13 express milk for a child. The District is not required to provide break time if to do so would  
14 unduly disrupt the District’s operations. Supervisors are encouraged to consider flexible  
15 schedules when accommodating employees’ needs. The Superintendent or designees are  
16 authorized to work with teachers to provide students necessary time to express milk for a child.

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18 The District shall make reasonable efforts to provide a room or other location, other than a toilet  
19 stall, where an employee or student can express breast milk and access to a place to store  
20 expressed breast milk safely. The available space will include the provision for lighting and  
21 electricity for the pump apparatus. If possible, the Superintendent or designee shall ensure that  
22 those employees or students in need of such accommodations shall be made aware of them prior  
23 to maternity leave.

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25 Legal Reference:

- 26 § 39-2-215, MCA Public Employer Policy on Support of Women and Breastfeeding –
- 27 Unlawful Discrimination
- 28 § 39-2-216, MCA Private Place for Nursing Mothers
- 29 § 39-2-217, MCA Break Time for Nursing Mothers
- 30 37.111.811, ARM Physical Requirements

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32 Policy History:

- 33 Adopted on: November 26, 2012
- 34 Reviewed on: May 30, 2018
- 35 Revised on: September 27, 2021