

1 **5325 PERSONNEL**

2 Breastfeeding Workplace

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

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

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

16 Legal Reference:

17 § 39-2-215, MCA Public employer policy on support of women and breastfeeding – unlawful
18 discrimination

19 § 39-2-216, MCA Private Place for nursing mothers

20 § 39-2-217, MCA Break time for nursing mothers

21 Policy History:

22 Adopted on: November 26, 2012

23 Reviewed on: May 30, 2018

24 Revised on: