

PERSONNEL

Breastfeeding in the Workplace

The District supports and encourages breastfeeding and the expression of breastmilk by employees who are breastfeeding when they return to work.

Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated at the Helena School District. Any incident of harassment of a breastfeeding employee will be addressed in accordance with the District’s Uniform Grievance Procedure.

Time to Express Milk or Breastfeed (Lactation Time)

Lactation times shall be established for each employee based on her work schedule. If possible, the lactation time is to run concurrently with times when the employee is not responsible for direct student supervision. If a break time is not provided, the District shall consider each case and make accommodations as possible. Lactation time beyond the regular break time is unpaid.

Space and Equipment for Expressing Milk or Breastfeeding

Employees shall be provided the use of a clean, comfortable space or “Lactation Area.” A restroom shall not serve as the lactation area.

The lactation area will provide the basic necessities of privacy, lighting, and electricity for the pump apparatus.

Legal References:	§ 39-2-215, MCA	Public employer policy on support of women and breastfeeding – unlawful discrimination
	§ 39-2-216, MCA	Private place for nursing mothers
	§ 39-2-217, MCA	Break time for nursing
	§ 50-19-501, MCA	Nursing mother and infant protection

Cross References:	Policy 1085	Uniform Grievance Procedure
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Policy History:

Adopted on: 5.12.2015

Revised on: