

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 or school.

Discrimination and harassment of breastfeeding staff members or students in any form is unacceptable and will not be tolerated at the Helena School District. Any incident of harassment of a breastfeeding staff member or student 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 staff member or student based on their work or school schedule. If possible, the lactation time is to run concurrently with times when the staff member is not responsible for direct student supervision or the student is not in class. If a break time is not provided, the District shall consider each case and make accommodations as possible.

Space and Equipment for Expressing Milk or Breastfeeding

The school will provide reasonable accommodations for students and staff on the school campus to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding. Staff members and students 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.
- be shielded from view and free from intrusion from the public, students, and other staff.
- have access to a place to store expressed breast milk safely.
- be in close proximity to the employee's work area, if possible and
- contain comfortable seating.

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
	37.111.811(1)(g) ARM	Physical Requirements

Cross References:	Policy 1085	Uniform Grievance Procedure
-------------------	-------------	-----------------------------

Policy History:

Adopted on: 5.12.2015

Revised on: 11.9.2021

Reviewed on: