

## Nursing Mothers' Policy

Delta County School District 50J is committed to providing an environment in which breastfeeding is supported and provisions are made for mothers who choose to continue to offer breast milk to their infant after returning to work. Breastfeeding is widely recognized as the most healthful and economical way to feed an infant.

This policy sets the standards for promoting the health of both child and mother by adhering to the Workplace Accommodations for Nursing Mothers Act (effective August 2008); in turn, recognizing breastfeeding is a normal part of daily life for mothers and infants, minimizing the barriers to expressing milk that a woman may encounter in the workplace, and empowering pregnant and postpartum employees to consider breastfeeding their child.

This policy applies to all employees and volunteers of Delta County School District 50J, for up to 2 years after the child's birth.

Since workplace support may be an important factor in the decision to provide breast milk to the infant, all pregnant employees will be informed of the existence of this policy as early in the pregnancy as possible, and reasonable efforts will be made to accommodate the following guidelines:

1. Educate all employees about the right to express breast milk in the workplace to foster a welcoming, supportive environment for nursing mothers. Discrimination towards this practice is prohibited.
2. Allow sufficient break times (e.g. in an 8-9 hour work day, mothers will be allowed 2-3 flexible break times and/or lunch period) for expressing breast milk, lasting approximately 20 minutes each. Supervisors will be accommodating of flexible break times and will develop a plan with the employee.
3. Provide a lactation space in close proximity to the employee's work station (other than a restroom) that includes:
  - a. Privacy protocols (such as a locked door, window coverings and signage)
  - b. A comfortable chair, place to set equipment and access to an electrical outlet
  - c. Access to a clean water source to wash hands and clean breast pump equipment
  - d. A place for refrigeration of breast milk for safe storage
4. Employees are responsible for their own breastfeeding equipment and to keep the lactation space clean.
5. A welcoming atmosphere of support and acceptance for breastfeeding will also be extended to volunteers and visitors. Reasonable efforts will be made for volunteers or visitors to help accommodate a space to express milk or breastfeed upon request.

This policy shall not be construed to permit a breastfeeding mother to have her infant with her during the workday for the purposes of breastfeeding. Should a breastfeeding mother wish to feed her child in person, she shall make the necessary arrangements to have the child brought to her only during the break times referenced in No. 2 above.

Adopted: July 19, 2018

LEGAL REFS: Colorado *Workplace Accommodations for Nursing Mothers Act*  
Colorado Revised Statutes 25-6-302, *Breastfeeding in Public Act*  
Fair Labor Standards Act, Federal Section 4207, *Reasonable Break Time for Nursing Mothers*