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Nursing Mothers in the Workplace
Policy Series: 5000 Personnel

Policy No. 5328

10 **Purpose**

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12 The purpose of this policy is to support employees who are nursing mothers by providing
13 reasonable accommodations for expressing breast milk during the workday. The Board of
14 Education recognizes the importance of supporting the health and well-being of employees and
15 their children and is committed to maintaining a workplace that respects the needs of nursing
16 mothers.

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18 This policy establishes guidelines for providing reasonable break time and access to a private,
19 appropriate space for employees to express breast milk, consistent with applicable federal and
20 state law. The Board seeks to ensure that nursing employees are treated with dignity and
21 respect while continuing to perform their professional responsibilities in a supportive and
22 accommodating work environment.

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25 **Reasonable Breaks**

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27 With regard to a breastfeeding employee, the District shall provide, for at least one year after
28 the birth of the employee's child, reasonable breaks to accommodate the employee's needs to
29 breast feed or express milk. The District shall consult with the employee to determine the
30 frequency and duration of the breaks. A break shall, to the extent possible, run concurrent with
31 any other break period otherwise provided to the employee.

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34 **Private Location**

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36 The District shall provide for a breastfeeding employee a room or other location in close
37 proximity to the breastfeeding employee's work area. The room or location may not be a
38 bathroom or toilet stall. The room or location shall be maintained in a clean and sanitary
39 condition, provide privacy shielded from the view of and intrusion from coworkers or the public,

40 be available for the reasonable breaks as determined in consultation with the District and have
41 an electrical outlet.

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43 The District is not required to provide a room or other location if compliance would create an
44 undue hardship on the operations of the District by causing the District significant difficulty or
45 expense when considered in relation to the size, financial resources, nature, or structure of the
46 District's operations.

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49 **Refrigerator or Freezer**

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51 The District shall provide access to a clean and well-maintained refrigerator or freezer for the
52 temporary storage of a breastfeeding employee's breast milk. For any District employees who
53 do not work in an office building, the District may instead provide a non-electric insulated cooler
54 for storage of the breast milk.

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57 **Legal References**

- 58 [Utah Code § 34-49-202 \(2016\)](#)
- 59 [29 U.S.C. § 218d\(a\)\(1\)](#)
- 60 [Utah Code § 34-49-202 \(2016\)](#)
- 61 [29 U.S.C. § 218d\(a\)\(2\)](#)
- 62 [Utah Code § 34-49-202 \(2016\)](#)

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65 **Board Approved:**

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