

MISSOULA PUBLIC SCHOOLS

PERSONNEL

5100

Breastfeeding in the Workplace

The District recognizes that breast milk is the optimal food for growth and development of infants and it encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding. The District promotes and supports breastfeeding and the expression of breast milk 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 Missoula County Public 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 any break time already provided. 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 toilet shall not serve as the lactation area.

The Lactation Area will:

- be equipped with an electrical outlet
- be in close proximity to the employee's work area, if possible
- 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

Cross References:	Policy 1700	Uniform Grievance Procedure
-------------------	-------------	-----------------------------

Policy History:

Presented to PN&P Committee for first reading February 27, 2008

First reading, March 11, 2008

Posted for Public Comment until April 23, 2008

Presented to PN&P Committee for second reading April 30, 2008

Approved on: May 13, 2008

Revised at Regular Meeting on September 8, 2015 and posted for public comment.

Approved on: October 13, 2015