

**LACTATION/BREASTFEEDING**

**Nonexempt Employees**

For up to one year after a child's birth, any nonexempt employee who is breastfeeding her child will be provided reasonable break times as needed to express breast milk. Each school building has designated a private room, other than a restroom, for this purpose. A refrigerator reserved for the temporary storage of breast milk will be made available. Additional rules for use of the room and refrigerator storage should be posted in the room. Nonexempt employees who work off-site or in other locations will be accommodated with a private area as necessary

Breaks for lactation or breastfeeding of more than 20 minutes in length will be unpaid, and the employee must indicate this break period on her time record.

**Exempt Employees**

In accordance with American's with Disabilities Act regulations, the District shall provide reasonable accommodations to exempt employees for purposes of expressing breast milk upon their request.

**End of Hope-Page School District #85 Policy DGHA ..... Adopted: 12/16/20**