
**Board of Trustees
Douglas County School District**

PERSONNEL

LEAVE FOR NURSING MOTHERS

a. Policy

As required by state and federal law, Douglas County School District will provide paid or unpaid reasonable breaks each time an employee needs to express breast milk for her nursing infant who is up to one year old. Employees may elect to use their paid break times for this purpose. The District will furnish a private space, other than a bathroom, that is reasonably free from dirt or pollution, protected from the view of others, and free from intrusion by others where the employee may express breastmilk.

If complying with this policy will cause an undue hardship for the District considering the size, financial resources, nature, and structure of the public body, the District may meet with the employee to agree upon a reasonable alternative. If the parties are not able to reach an agreement, the District may require the employee to accept a reasonable alternative selected by the District.

An employee who does not agree with the determination of the District may file a complaint with the Local Government Employee-Management Relations Board.

b. Prohibition Against Retaliation

The District will not tolerate any retaliation by management or by any other employee against an employee who exercises rights under this policy. An employee who believes they have been retaliated or discriminated against in any manner whatsoever should immediately notify the EEO Officer or the alternate. The District will promptly investigate and deal appropriately with any allegation of retaliation.

Adopted: 08/08/2023