

480 NURSING MOTHERS

I. PURPOSE

Park Rapids Area School district complies with state law requiring employers to make reasonable efforts to accommodate employees who wish to express milk for her infant child.

II. GENERAL GUIDELINES OF POLICY

- a. Park Rapids Area Schools (District) will provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. The District is not required to provide break time under this section if to do so would unduly disrupt the operations of the District.
- b. The District will make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a bathroom or a toilet stall that is shielded from view and free from intrusion from coworkers and the public and includes access to an electrical outlet, where the employee can express her milk in privacy. Should a room not already be identified for nursing mothers, a room will be mutually agreed upon by the District representative and employee. The District will be held harmless if reasonable effort has been made.
- c. Employees requesting unpaid break time under this policy must notify their supervisors to make arrangements regarding break time, recordkeeping and other related accommodations.
- d. No District employee shall retaliate against another employee for asserting rights or remedies under this section.

Legal References: Minn. Stat. § 181.939 (Nursing Mothers)

Adopted; 10/15

Reviewed; 5/20