



Adopted: 1/22/2024

Reviewed:

Revised:

123 LACTATION SUPPORT

I. PURPOSE

In recognition of the well documented health advantages of breastfeeding for infants and mothers, Rockford Area School provides a supportive environment to enable breastfeeding employees to express their milk during work hours.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to provide time and space for lactating employees to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.
- B. A private room (not a toilet stall or restroom) shall be available for employees to breastfeed or express milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored in designated refrigerators provided in the lactation room or other location.
- C. Supervisors are responsible for alerting pregnant and breastfeeding employees about the company's worksite lactation support program, and for negotiating protocols that will help facilitate each employee's infant feeding goals. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.
- D. Employees who wish to express milk during the work period shall keep supervisors informed of their needs so that appropriate accommodations can be made to satisfy the needs of both the employee and the company.
- E. Breastfeeding employees are responsible for keeping milk expression areas clean, using anti-microbial wipes to clean the pump and area around it. Employees are also responsible for keeping the general lactation room clean for the next user. This responsibility extends to both designated milk expression areas, as well as other areas where expressing milk will occur.



- F. Employees should label all milk expressed with their name and date collected so it is not inadvertently confused with another employee's milk. Each employee is responsible for proper storage of her milk using [*company provided refrigerator/personal storage coolers*].

- G. When more than one breastfeeding employee needs to use the designated lactation room, employees can use the sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

Legal References: Minn. Stat. § 181.939 (Nursing Mothers, Lactating Employees, and Pregnancy Accommodations)
29 USC Ch. 8 (Fair Labor Standards)

Cross References: