

Billings Public Schools 2

Human Resource Services

Breastfeeding in the School and Workplace

The District 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 Billings Public Schools. 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 available.

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, and
- contain comfortable seating

<u>Legal References:</u>	§ 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 mothers
	37.111.811, ARM	Physical Requirements

Policy History:

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