

Board Policy G-15: Nursing Mothers in the District



REFERENCES

[42 U.S.C. § 2000gg, Pregnant Workers Fairness Act](#)
[Utah Code Ann. §13-7a-101 et seq., Breastfeeding Protection Act](#)
[Utah Code Ann. §34-49-101 et seq., Nursing Mothers in the Workplace](#)
[Utah Code Ann. §34A-5-101 et seq., Utah Antidiscrimination Act](#)
[Board Policy G-19: Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited](#)

THE POLICY

The Salt Lake City School District Board of Education recognizes the importance and benefits of breastfeeding for both parents and their infants and seeks to promote a supportive environment for individuals to breastfeed during work and school hours. The district will ensure that all nursing mothers are provided reasonable accommodations and protected from discrimination in accordance with state and federal law. For a period of at least one year after giving birth, the district will reasonably accommodate a nursing mother's request to provide reasonable breaks and a private room for her to breastfeed or express milk, and access to a refrigerator or freezer for the temporary storage of her breast milk. Nursing mothers should contact their school principal or the district's human resource services department to request such accommodations.

The purpose of this policy is to support nursing mothers in the district.

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.