
ADMINISTRATIVE POLICY

HUMAN RESOURCES

SUMMARY

Salem-Keizer School District will ensure that all nursing employees and students are provided with an adequate location and time for the expression of milk for a child 18 months of age and younger in accordance with Oregon State law and Federal Title IX regulations.

INSTRUCTION

1. Locations, other than a public restroom or toilet stall, will be identified within District facilities that can be shielded from view, free from intrusion, contain a chair, table and electrical outlets, and is within close proximity to the employee's work area or the student's classes.
2. Reasonable rest periods shall be provided to employees needing this accommodation.
3. A student will not be penalized for missing class time to express milk.
4. This policy will be available to employees and students on the district website.

APPLICABILITY

- This policy applies to nursing employees and students who need to express milk

ASSOCIATED DOCUMENTS

- HUM-P004-Expressing Breast Milk
- HUM-A036-Title IX

APPROVAL AUTHORITY

- Human Resources

REVISION HISTORY

- 11/03/2008 – New documentation.
- 08/19/2024 – Updated to include students.
- 09/16/2024 – Updated #2.
- 03/04/2025 – Updated to accessible template and clarified expectations for identified locations.