

DGHA - LACTATION/BREASTFEEDING

Nonexempt Employees

For up to one year after a child's birth, any nonexempt employee who is breastfeeding will be provided reasonable break times of no more than 30 minutes as needed to express breast milk.

The employee is not entitled to compensation during the break time so long as the employee is completely relieved from duty. If employees are already allowed paid breaks, the employee must be compensated in the same manner that other employees are compensated for break time. The employee must indicate breastfeeding break periods on the employee's time record if employees are required to do so with respect to other breaks.

Each school building has designated a private room, other than a restroom, for this purpose that is shielded from view and free from intrusion from coworkers and the public. A small refrigerator reserved for the temporary storage of breast milk is available. Additional rules for use of the room and refrigerator storage should be posted in the room. Nonexempt employees who work off-site or in other locations will be accommodated with a private area as necessary.

Exempt Employees

In accordance with Americans with Disabilities Act regulations, the District shall provide reasonable accommodations to exempt employees for purposes of expressing breast milk upon their request.

End of Hope-Page School District Policy DGHA Adopted:

10/2024