

LEAVE FOR NURSING MOTHERS

1. Policy

As required by federal law, NRS 281 and the NPWFA, the District will provide paid or unpaid reasonable breaks each time an employee needs to express breast milk for her nursing infant who is up to one-year old. Employees may elect to use their paid break times for this purpose. The District will furnish a private space, other than a bathroom, that is reasonably free from dirt or pollution, protected from the view of others and free from intrusion by others where the employee may express breastmilk.

2. Prohibition Against Retaliation

The District will not tolerate any retaliation by management or by any other employee against an employee who exercises rights under this policy. An employee who believes they have been retaliated or discriminated against in any manner whatsoever should immediately notify the EEO Officer or the alternate. The District will promptly investigate and deal appropriately with any allegation of retaliation.

References: NRS 281 and Nevada Pregnant Workers' Fairness Act