

Dupree School District	NEPN Code: GCBDF
Policy Manual	

Nursing Mothers

The Dupree School District ensures the following policy and practices will be upheld to ensure a supportive breastfeeding environment that complies with state and federal laws, demonstrates a culture of breastfeeding support, and provides protection and accommodation to all breastfeeding mothers on school grounds including faculty, staff, students, and visitors.

Breastfeeding Faculty and Staff (herein referred to as employees):

In accordance with Section 4207 of the Patient Protection and Affordable Care Act (ACA) Fair Labor Standards Act (FLSA), Dupree School District will:

- Recognize the responsibility a mother has to both her job and her child when she returns to work. We are aware that there are many health benefits associated with breastfeeding and that mothers may miss less work caring for sick kids if they breastfeed.
- Support mothers who breastfeed at work and are committed to helping our employees continue breastfeeding when they return.
- Provide a reasonable break time for an employee to express breast milk for her child for 1 year after the child's birth each time an employee has need to express breast milk. Because a flexible schedule is important, beginning and ending work times can be adjusted to accommodate these breaks.
- Provide access to the school's nursing space located in the nurses office, which is a private space (not a bathroom) that is shielded from view and free from intrusion from co-workers and students.
 - The space will provide a power source, comfortable chair, sink and refrigerator for breast milk storage in the room or nearby (a community fridge will suffice for breast milk storage), reasonable method for scheduling use (i.e. paper sign-up sheet, dry-erase board, or online scheduler as time allotted for scheduling is usually 30-minute increments), and privacy signage.
 - School janitorial staff will clean as part of routine cleaning regimen.
 - Faculty, staff, and student needs take priority when space is open to visitors during school events and activities.
 - If the nursing space is occupied, the school will help find an alternative private space, that is not a restroom, shielded from view and free from intrusion of co-workers and students.
 - Employees are not required to use the private space if they do not prefer it. Employees may choose to express breastmilk in an alternate location, free from view, such as their own classroom or workspace.
- Provide a description of worksite accommodations and options available to women who breastfeed during new employee orientation.
- Provide annual employee education that will explain why breastfeeding mothers need support from their employer and co-workers.
- Provide information about breastfeeding support and accommodation in break spaces where other mandated notices are displayed, in staff communications, and

on the school website.

- Treat conduct that reasonably interferes with an employee's work performance, that creates an intimidating, hostile, or offensive work environment, or that inhibits an employee's ability to breastfeed or express milk in accordance with this policy, as harassment. (i.e. disapproving comments or criticism of employees who use time for lactation; jokes, comments, or ridicule that may result in embarrassment for employees whether lactating or not; tampering with or theft of lactation equipment or stored pumped milk; altering or scheduling over break times or planned break times intended for lactation purposes.)
- Require use of the Employer Breastfeeding Accommodation Form. The form must be provided to all employees planning to take maternity leave with the expectation that it be returned 30 days prior to the expected maternity leave start date, if practical. This ensures school administration is prepared to provide appropriate accommodations when the employee returns to work.

Breastfeeding Students:

Dupree School District will:

- Recognize the responsibility a student mother has to both her education and her child when she returns to school. We are aware that there are many health benefits associated with breastfeeding and that students may miss less school caring for sick kids if they breastfeed.
- Support students who breastfeed at school and we are committed to helping our students continue breastfeeding when they return.
- Provide reasonable time for a student to express breast milk for her child for 1 year after the child's birth each time a student has need to express breast milk.
- Provide access to the schools nursing space located in the nurse's office, which is a private space (not a bathroom) that is shielded from view and free from intrusion from students and school staff.
 - The space will provide a power source, comfortable chair, sink and refrigerator for breast milk storage in the room or nearby (a community fridge will suffice for breast milk storage), reasonable method for scheduling use (i.e. paper sign-up sheet, dry-erase board, or online scheduler as time allotted for scheduling is usually 30-minute increments), and privacy signage.
 - School janitorial staff will clean as part of routine cleaning regimen.
 - Faculty, staff, and student needs take priority when space is open to visitors during school events and activities.
 - If the nursing space is occupied, the school will help find an alternative private space, that is not a restroom, shielded from view and free from intrusion of students and staff.
- Allow student mothers to bring a breast pump and any other equipment used to express breast milk on school grounds.
- Ensure a student does not incur an academic penalty for using any of these reasonable accommodations and shall be provided the opportunity to make up any work missed due to such use.
- Provide annual staff education that will explain why breastfeeding students need

support from all school staff.

- Treat conduct that reasonably interferes with a student's performance, that creates an intimidating, hostile, or offensive environment, or that inhibits a student's ability to breastfeed or express milk in accordance with this policy, as harassment. (i.e. disapproving comments or criticism by other students or staff toward students who use time for lactation; jokes, comments, or ridicule that may result in embarrassment for students; tampering with or theft of lactation equipment or stored pumped milk.)

Breastfeeding Visitors:

Dupree School District will:

- Comply with SDCL 25-5-35 at all school events and extra-curricular activities occurring on school grounds.
 - SDCL 25-5-35 states, "Breastfeeding permitted in certain locations. A mother may breastfeed her child in any location, public or private, where the mother and child are otherwise authorized to be present as long as the mother is in compliance with all other state and municipal laws. However, no municipality may outright ban breastfeeding in public places."
- Provide public access to the school's nursing space during school events and extra-curricular activities.
 - Faculty, staff, and student needs take priority when space is open to visitors during school events and activities.

Legal References:

SDCL 25-5-35

Breastfeeding permitted in certain locations

USC Title 29 §207(r)(2)

Break time for nursing mothers provision

Adopted: 12 April 2021

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