

Lactation Policy

In an effort to support employees that are nursing mothers upon their return to work, Fargo Public Schools provides the following accommodations in accordance with federal and state requirements:

- Reasonable break time for an employee to express breast milk for her nursing child for up to one (1) year following the child's birth. Employees needing this break time shall communicate with their supervisor if there is a need to plan for coverage or scheduling.
- A private space, other than a bathroom, for the employee to express breast milk that is shielded from view and free from intrusion and that includes access to an electrical outlet for the use of an electric breast pump. There shall be a water source located near the private space for use in washing hands and any equipment. The employee may store pumped milk in an available refrigerator or may bring a personal insulated cooler for storage.

Supervisors are responsible for ensuring reasonable accommodations are provided and for working collaboratively with employees to address scheduling or space needs.

Questions regarding this policy or its implementation should be directed to the Human Capital Department.

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