NORTHERN KANE Educational Corp.

General Personnel

Workplace Accommodations for Nursing Mothers

The School accommodates mothers who choose to continue breastfeeding after returning to work. An employee who is a nursing mother may take reasonable breaks to express breast milk or breastfeed her infant. The employee's supervisor shall help the employee arrange a break schedule accommodating the nursing mother while minimizing disruption. The break time may run concurrently with any break time already provided to the employee.

The CEO or designee shall identify a private room or space where, if a request is made, an employee may express milk or breastfeed her infant. The private space must:

(1) be in close proximity to the work area and be other than a bathroom, and

(2) be free from intrusion from coworkers and the public, and

(3) include an electrical outlet for the use of an electric breast pump.

Supervisors should consider ways to accommodate an employee's needs with minimal disruption of the school environment. If possible, supervisors will ensure that employees are aware of these workplace accommodations prior to maternity leave.

Revised: February 27, 2023, and March 8, 2023.

Board adoption date: April 10, 2023