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5 Breastfeeding in the School and Workplace

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7 Recognizing that breastfeeding is a normal part of daily life for mothers and infants and that Montana law
8 authorizes mothers to breastfeed their infants where mothers and children are authorized to be, the District
9 shall support women who want to continue breastfeeding after returning from maternity leave.

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11 The District shall provide reasonable unpaid break time each day to an employee who needs to express
12 milk for a child. The District is not required to provide break time if to do so would unduly disrupt the
13 District’s operations. Supervisors are encouraged to consider flexible schedules when accommodating
14 employees’ needs. Building administrators are authorized to work with teachers to provide students
15 necessary time to express milk for a child.

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17 The District shall make reasonable efforts to provide a room or other location, other than a toilet stall,
18 where an employee or student can express breast milk and access to a place to store expressed breast milk
19 safely. The available space shall include the provision for lighting and electricity for the pump apparatus.
20 If possible, supervisors and building administrators shall ensure that those employees or students in need
21 of such accommodations shall be aware of them prior to maternity leave.

22	23 Legal Reference:	§ 39-2-215, MCA	Public employer policy on support of women and
24			breastfeeding – unlawful discrimination
25		§ 39-2-216, MCA	Private Place for nursing mothers
26		§ 39-2-217, MCA	Break time for nursing mothers
27		37.111.811, ARM	Physical Requirements

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29 Policy History:

30 First reading on: 12/8/21

31 Second reading/Adopted on: 1/12/22