

1 **Browning Public Schools**

2  
3 Policy #5325

4 Policy Name: *Breastfeeding in Workplace*

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

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12 The District shall provide reasonable break time each day to an employee who needs to express  
13 milk for the employee’s child, if breaks are currently allowed. If breaks are not currently allowed,  
14 the District shall consider each case and make accommodations as possible. ~~The District is not~~  
15 ~~required to provide break time if to do so would unduly disrupt the District’s operations.~~  
16 **Supervisors are encouraged to consider flexible schedules when accommodating employee’s**  
17 **needs.**

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19 The District will make reasonable efforts to provide a room or other location, in close proximity  
20 to the work area, other than a toilet stall, that is shielded from view and free from intrusion from  
21 coworkers and the public, where an employee can express the employee’s breast milk. The  
22 available space will include the provision for lighting and electricity for the pump apparatus. The  
23 District will also provide facilities for milk storage.

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25 If possible, supervisors will ensure that employees are aware of these workplace accommodations  
26 prior to maternity leave.  
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30 **Legal Reference:** §39-2-215, MCA, Public employer policy on support of women and  
31 breastfeeding-unlawful discrimination  
32 §39-2-216, MCA, Private place for nursing mothers  
33 §39-2-217, MCA, Break time for nursing mothers  
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35 **Policy History**

36 Adopted On: 5/25/16

37 Revised On: 9/1/18  
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