

EMPLOYEE RIGHTS AND PRIVILEGES  
NURSING MOTHERS

DG  
ADMINISTRATIVE REGULATION

RIGHT TO EXPRESS  
BREAST MILK

The District supports an employee's right to express milk in the workplace, and reasonable accommodations shall be made to provide a nursing mother with privacy and reasonable time to pump for up to one year following birth. [See DG(LEGAL).]

WORK SCHEDULE  
FLEXIBILITY

Scheduling of breaks during the workday will be arranged on a case-by-case basis based on the specific needs of the employee. Campus Principals are responsible for ensuring that the duties of the lactating employee are covered during her expression breaks.

If the planning and/or lunch periods do not permit a reasonable break time, the principal will review the schedule with the employee to find the most viable alternative.

LACTATION AREA

Each EMS campus shall provide a private, accessible area, other than a multi-user bathroom, that is shielded from view and free from intrusion from coworkers and the public for the expression of milk. This area shall have nearby access to a clean, safe water source.

An employee may choose to use her classroom or other space, identified in consultation with her Campus Principal.

Employees shall have access to hygienic storage alternatives. As with any personal food item, handling and supervision of the expressed milk is the sole responsibility of the employee.