

**WEST LINN-WILSONVILLE SCHOOL DISTRICT
SCHOOL BOARD POLICY**

Current File Code: GBDA
Adopted: 3-13-08

MOTHER FRIENDLY WORKPLACE

The district recognizes that an important role for mothers is to have the option to provide for their child by expressing milk in the workplace. The Board directs the superintendent, or designee, to take measures to ensure that all district employees shall be provided with an adequate location for the expression of milk for a child 18 months of age or younger.

Time allotted for this activity would normally fall within the allowed time for lunch and/or breaks although an employee may request up to thirty minutes of scheduled unpaid rest time, as afforded in ORS 653.077.

The superintendent, or designee, shall see that the district makes a reasonable effort to provide a room or other location in close proximity to work areas, other than a restroom, where an employee can express milk in privacy. This policy asks the superintendent, or designee, to include the advice of a school nurse or health professional in determining the most reasonable facility accommodation.

The facility accommodation should include an accessible, private room that would allow a mother to pump breast milk to be stored for later use. Such a room should also include electrical outlets for electric pumps and sanitation facilities including a sink close by, for hand washing and the rinsing of containers. A list of such facility accommodations will be available at each school office and in the central office.

END OF POLICY

Legal Reference(s):

ORS 243.650
ORS 653.077
ORS 653.256