

# **BREAK TIME FOR NURSING MOTHERS**

## **All Employees**

### **◆POLICY 5.08◆**

To support breastfeeding mothers who wish to express breast milk during the workday when separated from their newborn child, NOCAC will provide nursing mothers with lactation breaks in accordance with this policy.

For up to one year after the child's birth, any employee who is breastfeeding her child will be provided break times of reasonable length to express breast milk for her nursing baby. The employee and her supervisor shall confer and agree on the times for these breaks. This will help to insure that her work responsibilities can be covered by another employee to maintain regulatory compliance. If the employee works with children in a classroom, she should attempt to minimize disruption and supervision issues with children, where possible, by expressing milk at times that children are not present (e.g., just prior to children's arrival, the period between morning and afternoon sessions).

NOCAC will designate a private place in each building, shielded from view and free from intrusion by co-workers or the public, for lactation breaks. An employee wishing to use this area for lactation breaks must request/reserve the area by contacting her immediate supervisor.

The employee may store breast milk in a refrigerator in the building, as long as it is in a sealed container labeled with the name of the employee and the date of expressing the breast milk. Any nonconforming products stored in the refrigerator may be disposed of. As with any food items stored in an agency refrigerator, employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration and/or tampering.

Adopted January 12, 2017