

Title: Support for Breastfeeding Employees Policy

Effective Date: March 13, 2018

References: 34-49-101 to 204; 34A-5-102; 34A-5-106

Purpose

In recognition of the well documented health advantages of breastfeeding for infants and mothers, Ignite Entrepreneurship Academy provides a supportive environment to enable breastfeeding employees to express their milk during work hours. IEA subscribes to the following worksite support policy. This policy shall be communicated to all current employees and included in employee handbook.

Policy

Company Responsibilities

Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

1. **Reasonable Milk Expression Breaks** Breastfeeding employees are allowed to breastfeed or express milk during work hours. A break required shall, to the extent possible, run concurrent with any other break period otherwise provided to the public employee. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisors.
2. **A Place to Express Milk** A private room (not a toilet stall or restroom) in close proximity to the employee's work area shall be available for the purpose of breastfeeding or expressing milk. The room will be private and sanitary, located near a sink with running water for washing hands and rinsing out breast pump parts, and have an electrical outlet. If employees prefer, they may also breastfeed or express milk in their own private offices, or in other comfortable locations agreed upon in consultation with the Director.
3. **Storage for Expressed Milk:** Expressed milk can be stored in designated clean and sanitary refrigerators provided in the school or in the employee's personal cooler, if elected by the employee.

Date originally approved: March 13, 2018