

Policy GBGAA Accommodation for Breastfeeding Mothers

Issued 3/19

Under federal law, employers must provide both break time and a safe, clean, private space for employees, who are nursing mothers, to express milk. The following is policy for managers of facilities.

Break Time for Nursing Mothers

Employers must allow for reasonable break time for employees for the purpose of expressing breast milk for up to one year after giving birth. This time need not be compensated. The amount of time needed will vary depending on the needs of the mother. However, employees who are nursing mothers must be provided the opportunity to express milk each time they have the need.

Lactation Room

A lactation room must be provided for staff members who are nursing, for one year after giving birth. The place, other than a bathroom, should be shielded from view and free from intrusion from coworkers and the public.

Employees wishing to exercise use of this policy should make a request for accommodations through the 504 accommodations process.

Adopted 1/13/14; Revised 3/12/19; [Reviewed 00/00/21](#)

Legal References:

Federal Law:

Fair Labor Standards Act of 1938 (FLSA), [29U.S.C.A.201](#), *et seq.*

Other References:

US Dept of Health and Human Services material.

US Dept of Labor website.

FAQ.

Federal Register.

United States Breastfeeding Committee website.

Richland County School District One