

## Parent Friendly Workplace

The district recognizes that a normal and important role for parents is to have the option and ability to provide for their child by feeding or expressing milk in the workplace. The Board directs the Superintendent or designee to take measures and develop regulations to ensure that all district employees shall be provided with an adequate location for feeding or expression of milk.

When possible an employee must give reasonable notice of the intent to express milk to the building principal. The district shall provide the employee a reasonable rest period to express milk each time the employee has a need to express milk. If feasible, the employee will take the rest period at the same time as the rest periods or meal periods provided by the district.

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 feed their child or express milk in privacy. This policy directs the Superintendent or designee to include the following in the development of a regulation to ensure the provisions for employees required by this policy:

1. The advice of a school nurse or health professional in determining the most reasonable facility accommodation;
2. The plan shall include an accessible, private room with a lock that would allow a parent:
  - a. To feed a child brought in during a lunch or other break period; or
  - b. To pump breast milk to be stored for later use.
3. The room shall include:
  - a. Electrical outlets for electric pumps;
  - b. Sanitation facilities including a sink close by, for hand washing and the rinsing of containers; and
  - c. A signup sheet and a sign posting the room as "private during use."

A reasonable effort will be made to provide a flexible work schedule in consideration of the requirements of the staff member's responsibility.

An employee who expresses milk during work hours may use the available refrigeration to store the expressed milk. The district must allow the employee to bring a cooler or other insulated food container to work for storing the expressed milk and ensure there is adequate space in the workplace to accommodate the employee's cooler or insulated food container.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650](#)

[ORS 653.077](#)

[ORS 653.256](#)

[OAR 839-020-0051](#)