

**MSBA Core Manual
Basic Policy Management Services**

Policy EBBC: LACTATION SUPPORT

Status: ADOPTED

Original Adopted Date: 03/15/2022 | **Last Revised Date:** 07/01/2024 | **Last Reviewed Date:** 07/01/2024

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For the convenience of district staff, students, and the public, and to support the care of children, the district will provide accommodations as required by law for lactation activities. For the purposes of this policy, "lactation activities" include expressing breast milk, breastfeeding a child, or addressing other needs related to lactation. The district will provide employees and students a minimum of three opportunities during a school day, at intervals agreed upon by the district and the individual, to express breast milk or breastfeed a child for at least one year following the child's birth.

Lactation Rooms

In accordance with state law, the district allows breastfeeding or expressing breast milk, with discretion, in any public or private location where the person is otherwise authorized to be. To further accommodate lactation activities, the superintendent or designee will identify at least one room that is not a restroom in each school building to be used exclusively for lactation activities. The room will meet the requirements of state and federal law.

Employees

Employees are encouraged to notify their supervisors in advance if they need reasonable accommodations for lactation activities. Accommodations will be provided as required by law after an interactive process with the employee. Supervisors will work with employees to address arrangements and scheduling to minimize disruptions to the school day and ensure that duties are covered.

Providing breaks to classroom teachers and other employees who directly supervise students throughout the day is particularly challenging because students cannot be left unsupervised and student learning cannot be disrupted. The district asks these employees to be particularly flexible and, when possible, to use planning periods, lunch breaks, routine breaks in their class schedule, or other free time to meet their lactation-related needs.

Employees experiencing limitations related to pregnancy, childbirth, or related medical conditions may also seek other reasonable accommodations in accordance with law.

The district will not deny employment opportunities or take adverse employment action against an employee who has requested reasonable accommodations.

This policy does not entitle an employee to bring or keep an infant at work during times when the employee is required to be working.

Students

Lactating students should contact the counselor or Title IX coordinator, who will make arrangements with the student to create a schedule that results in the least amount of missed class time. Students will be allowed to make up work missed due to lactation activities. If it is not possible to make up the missed work, the student will be provided an alternative assignment.

This policy does not entitle a student to bring an infant to school during the school day when the student is required to be in class.

Public

Members of the public are allowed to engage in lactation activities while on district property and may use the district's designated lactation rooms to do so.

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Dent-Phelps R-III School District, Salem, Missouri

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

§§ 160.995

Description

[State Statute](#)

§§ 191.918, RSMo.

[State Statute](#)

Federal

20 U.S.C. § 1681

Description

[Title IX of the Education Amendments of 1972](#)

29 U.S.C. § 218(d)

[PUMP Act](#)

29 U.S.C. §§ 201 – 262

[Fair Labor Standards Act](#)

29 U.S.C. 207

[Federal Statute](#)

42 U.S.C. §§ 2000e-1-2000e-17

[Pregnancy Discrimination Act](#)

42 U.S.C. §§ 2000e-1-2000e-17

[Title VII of the Civil Rights Act of 1964](#)

42 U.S.C. §§ 2000gg-1 – 2000gg-6

[Pregnant Workers Fairness Act](#)

Cross References

Code	Description
AC	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION</u>
AC-AF(1)	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION - (Notice of Nondiscrimination)</u>
AC-AF(2)	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION - (Grievance Form)</u>
AC-AF(3)	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION - (Level I Grievance Report)</u>
AC-AF(4)	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION - (Level II Grievance Report)</u>
AC-AF(5)	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION - (Level III Grievance Report)</u>
AC-AF(6)	<u>PROHIBITION AGAINST ILLEGAL DISCRIMINATION, HARASSMENT AND RETALIATION - (Appeal Form)</u>
GBA	<u>EXEMPT AND NONEXEMPT EMPLOYEES</u>
GBA-AF(1)	<u>EXEMPT AND NONEXEMPT EMPLOYEES - (Compensatory Time)</u>
KK	<u>VISITORS TO DISTRICT PROPERTY AND EVENTS</u>
KK-AP(1)	<u>VISITORS TO DISTRICT PROPERTY AND EVENTS - (Public Conduct on District Property)</u>