

**Kenyon-Wanamingo Public Schools
Independent School District #2172
Wanamingo, Minnesota**

Adopted: 3-27-2017

429 Break Time for Nursing Mothers

I. Purpose

The purpose of this policy is to promote staff wellness by supporting mothers returning from family leave by providing a private and efficient space for expressing and storing breast milk. The policy also complies with the federal Fair Labor Standards Act (FLSA) and Minnesota Statute 181.939 regarding nursing mothers. This policy prohibits discrimination and/or harassment of qualifying employees who exercise their right under this policy.

II. General Statement of Policy

The School District will provide a suitable place and reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. Employees may also use their paid break time(s) for the same purpose if possible. The employee's immediate supervisor is responsible for ensuring compliance.

III. General Provisions

- A. If possible, supervisors will ensure that employees are aware of these workplace accommodations prior to the start of a family leave.
- B. If possible, the employee will make notification prior to returning to work of their desire to utilize the accommodations provided by this policy and develop shared expectations and an understanding of what will constitute an appropriate break time with their supervisor that does not unduly disrupt the operations of the employer.
- C. Each work site is equipped with a dedicated mothers' room, which features privacy, a door that locks from the inside, appropriate furniture, available electrical outlets, and a refrigerator.
- D. Guests of the School District may also be granted access to the mother's rooms whenever possible.

IV. Prohibition of Discrimination

The School District may not refuse to hire, promote, or terminate a person, or may not retaliate against, harass, or discriminate in matters of compensation or in terms, privileges, and conditions of employment against a person otherwise qualified because the person breastfeeds or expresses milk at the workplace.

Legal References:

Minnesota Statute 181.939 – Nursing Mothers (2016).

Section 7 of the Fair Labor Standards Act of 1938 (29 U.S.C. 207) as amended by the Affordable Care Act (P.L. 111-148) effective March 23, 2010.