

Broward County Public Schools Breastfeeding Accommodations Guidelines

Purpose: The Patient Protection and Affordable Care Act of 2010 requires employers to provide breastfeeding employees reasonable break time to express breast milk for up to one year after the birth of their child. In accordance with The Patient Protection and Affordable Care Act of 2010, the District must provide working conditions that comply with the breastfeeding employees' amendment to the Federal Fair Labor Standards Act.

Broward County Public Schools recognizes that breast milk promotes optimum growth and development of Infants. Breastfeeding shows to be the superior form of infant nutrition, providing a multitude of health benefits. In order to provide on-going support to breastfeeding employees at the worksite, Broward County Public Schools subscribes to the following guidelines. The worksite Administrator is responsible to ensure compliance with the following:

- For up to one year following the birth of the child, full-time employees who are breastfeeding will be provided reasonable break periods to express breast milk for their newborn child. Breastfeeding employees who intend to exercise their right under the law is required to inform the worksite Administrator or designee that they will require up to two reasonable break times during an eight (8)-hour day.
- An employee lactation room will be a private and sanitary place for breastfeeding to express milk during work hours. This room shall be shielded from view and free from intrusion from coworkers and the public. Where possible, the room, will include an electrical outlet for the use of an electric breast pump, a table and comfortable chair with armrest, a refrigerator for the safe storage of breast milk, and running water for washing hands and rinsing pump parts. Breastfeeding employees are responsible for proper storage of their milk by using personal storage coolers if a refrigerator is not available at the work location.
- Breastfeeding employees shall be provided a flexible schedule for breastfeeding or pumping to provide breast milk for her child. The breastfeeding employee and their immediate supervisor will agree on the times for these breaks.
- Retaliation, harassment, and discrimination in any way against breastfeeding employees who choose to express breast milk in the workplace are strictly prohibited. Any act found to be intentional that invades the breastfeeding employees' privacy shall be treated as a disciplinary offense to be reported to an appropriate administrator.

Breastfeeding employees: Broward County Public Schools employees who are nursing their child for up to one year after the birth of the child.

Reasonable break time: A break not to exceed 40 minutes, depending on the specific circumstances surrounding the request (e.g. walking distance to private lactation room and/or refrigerator [if needed]).

Broward County Public Schools Breastfeeding Accommodations Guidelines cont'd

The goal of these guidelines is to:

- ease the transition of breastfeeding employees who return to work following the birth of a child;
- enable breastfeeding employees to breastfeed beyond the time frame allowed by the Family and Medical Leave Act;
- assist breastfeeding employees to attend work rather than having to take time away from work to express milk;
- help control healthcare costs by providing an opportunity to develop a healthier infant;
- ensure that employees who are pregnant or considering pregnancy know that breastfeeding will be accommodated by Broward County Public Schools; and
- assist breastfeeding employees in experiencing a work-life balance.