

## Milk Expression or Breast-feeding in the Workplace

When possible an employee must give reasonable notice of the intent to express milk or breast-feed to the Human Resources Manager. The district shall provide the employee a reasonable rest period to express milk or breast-feed each time the employee has a need to. 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 district will make a reasonable effort to provide a location, other than a public restroom or toilet stall, in close proximity to the employee's work area, where an employee can express milk or breast-feed in private, concealed from view and without intrusion by other employees or the public. "Close proximity" means within walking distance from the employee's work area that does not appreciably shorten the rest or meal period.

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.

This policy and the list of designated locations is published in the employee handbook. The list of designated locations is available upon request in the central office of each facility and in the district's central office.

An employee who needs to express milk or breast-feed while at a non ESD worksite will, upon request, be given information about where they can do this at the site.

This policy only applies to employees who are expressing milk or breast-feeding for children 18 months of age or younger.

### END OF POLICY

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#### Legal Reference(s):

[ORS 243.650](#)  
[ORS 653.077](#)

[ORS 653.256](#)  
[OAR 839-020-0051](#)